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ABSTRACT

Results of The College and University Personnel Association's 1985-1986 Administrative Compensation Survey is presented. Data are provided on 99 first-line positions and 69 second-line (secondary) positions. Questionnaires were sent to 2,932 higher education institutions, and 1,612 usable responses were obtained. Salary data indicate the median and the interquartile range for each position and for public and private two-year and four-year institutions. Breakdowns of salary information are included for all institutions and for the following categories: public, private, private independent, private religious, technical colleges, and system offices. Salary data are also provided by full-time equivalent enrollment range and institutional budget range. Additional data compare median salaries of those who were promoted or transferred to their positions from within the institution and those who were hired from outside. Salaries of minority and nonminority and male and female personnel are also presented, along with the frequency distribution of all salaries. Appendices include the survey form and instructions, summary position descriptions, and a list of institutions with information on level and type of institution and the state residence. (SW)

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1985-86 administrative compensation survey

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1985-86 administrative compensation survey

CUPA

By

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February 1986

1985-86 ADMINISTRATIVE COMPENSATION SURVEY
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The *1985-86 Administrative Compensation Survey* report is a result of the commitment of the CUPA Board of Directors to serve the membership of CUPA and the higher education community. Under the direction of the Council on Classification and Direct Compensation chaired by John M. Toller, it is intended that this report become increasingly utilitarian by providing salary data consistent with the needs of higher education.

Credit for developing and producing this report is shared with the staff of the University of Pittsburgh's NASA Industrial Applications Center (NIAC). We are indebted to NIAC for the manner in which it handles the data and for the promptness and care that it provides to CUPA "Special Study" users. The Center has conducted data processing and retrieval for the survey since 1977. Staff at the University of Pittsburgh who deserve special recognition are:

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Finally, special recognition and appreciation are given to the CUPA Headquarters Staff who, as always, play a significant role in all aspects of producing the Survey report. A listing of members of the CUPA Board of Directors, the Council, and Headquarters Staff appears on the back inside cover of this year's report.

Shari L. Anderson
Associate Executive Director

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7	All Universities	Unspecified	Unspecified	Unspecified
8	Universities	Public	4,999 or less	Unspecified
9	Universities	Public	5,000 - 9,999	Unspecified
10	Universities	Public	10,000 - 19,999	Unspecified
11	Universities	Public	20,000 or more	Unspecified
12	Universities	Private	4,999 or less	Unspecified
13	Universities	Private	5,000 or more	Unspecified
14	All 4-Year Colleges	Unspecified	Unspecified	Unspecified
15	4-Year Colleges	Public	4,999 or less	Unspecified
16	4-Year Colleges	Public	5,000 or more	Unspecified
17	4-Year Colleges	Private	999 or less	Unspecified
18	4-Year Colleges	Private	1,000 or more	Unspecified
19	All 2-Year Colleges	Unspecified	Unspecified	Unspecified
20	2-Year Colleges	Public	999 or less	Unspecified
21	2-Year Colleges	Public	1,000 - 2,499	Unspecified
22	2-Year Colleges	Public	2,500 - 4,999	Unspecified
23	2-Year Colleges	Public	5,000 - 9,999	Unspecified
24	2-Year Colleges	Public	10,000 or more	Unspecified
25	2-Year Colleges	Private	Unspecified	Unspecified
26	Universities	Public	Unspecified	$24,999,999 or less
27	Universities	Public	Unspecified	$25,000,000 - $49,999,999
28	Universities	Public	Unspecified	$50,000,000 - $99,999,999
29	Universities	Public	Unspecified	$100,000,000 - $149,999,999
30	Universities	Public	Unspecified	$150,000,000 or more
31	Universities	Private	Unspecified	$24,999,999 or less
32	Universities	Private	Unspecified	$25,000,000 - $49,999,999
33	Universities	Private	Unspecified	$50,000,000 - $99,999,999
34	Universities	Private	Unspecified	$100,000,000 - $149,999,999
35	Universities	Private	Unspecified	$150,000,000 or more
36	4-Year Colleges	Public	Unspecified	$9,999,999 or less
37	4-Year Colleges	Public	Unspecified	$10,000,000 or more

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Measure: Salary
Primary Positions (Tables 1 - 58)
Secondary Positions (Tables 59 - 66)

Table Number	Institutional Classification	Sector	Enrollment	Budget Range
38	4-Year Colleges	Private	Unspecified	$4,999,999 or less
39	4-Year Colleges	Private	Unspecified	$5,000,000 - $14,999,999
40	4-Year Colleges	Private	Unspecified	$15,000,000 or more
41	2-Year Colleges	Unspecified	Unspecified	$4,999,999 or less
42	2-Year Colleges	Unspecified	Unspecified	$5,000,000 - $9,999,999
43	2-Year Colleges	Unspecified	Unspecified	$10,000,000 - $14,999,999
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INTRODUCTION

The purpose of CUPA's annual *Administrative Compensation Survey* is to provide the most current salary data available for college and university administrators. With human resource costs ranging from 65 to 85 percent of operating expenditures in our colleges and universities, we must learn how to effectively manage our resources. To meet that objective, the *1985-86 Administrative Compensation Survey* provides salary data so that decision-makers can properly evaluate pay plans and appropriately plan for next year's budgets.

The *1985-86 Administrative Compensation Survey* is the ninth year CUPA has conducted this survey on an annual basis. With each survey we learn more about the salary data requirements of higher education, and we make appropriate modifications to improve the methods of both collecting data and presenting the results.

This year's survey focused on reporting data on 99 first-line (primary) positions and 69 second-line (secondary) positions. Selection of surveyed positions was based on an analysis of those positions common to most higher education institutions.

A continuing objective of the survey is to develop greater use of the CUPA Special Study Reports that enable institutions to order low-cost data tailored to specific institutional objectives. The types of Special Study Reports are listed in Section IV, p. xii, Special Study Information.

CUPA is confident that annual refinements in the survey better serve the needs of higher education and to that end is open for suggestions for improvement. We intend with each annual survey to learn more about higher education's growing need for salary data and invite your suggestions for improved salary data collection and reporting.

I. 1985-86 SURVEY

RESPONDENTS

Survey questionnaires were sent to 2,932 higher education institutions; of which 1,630 responded. An alphabetical list of respondents appears in Appendix A for primary positions and Appendix B for secondary positions. The list of respondents indicates each institution's classification (i.e., university, four-year college, two-year college, and other), source of financial support (public and private), system affiliation, and state residence.

The *1985-86 Administrative Compensation Survey* is based on 1,612 usable responses from 55.0 percent of the institutions surveyed (n=2,932). The following table profiles those institutions who responded and whose data was usable:

Institutional Classification	1985-86 Survey Respondents Number	Percent of Total
Universities	454	28%
Four-Year Colleges	516	32%
Two-Year Colleges	480	30%
Other	162	10%
TOTAL	1,612	100%

The following identifies the respondents to the 1985-86 Survey by source of institutional funding support:

Institutional Classification	Institutional Funding Support Public	Private	Total
Universities	314	140	454
Four-Year Colleges	106	410	516
Two-Year Colleges	426	54	480
Other	80	82	162
TOTAL	926	686	1,612

SURVEY METHODS

CUPA has used the same general approach in collecting the data each year the CUPA Survey has been conducted. The survey questionnaire, along with a letter inviting participation to Presidents of higher education institutions, was sent to individuals on a mailing list provided to CUPA by the National Center for Education Statistics (NCES). A similar mailing was sent to each CUPA member institution. Instructions for reporting the data and summary descriptions of the positions for which data were sought accompanied the data form. Appendix C comprises the survey form and instructions, and Appendix D contains the summary position descriptions.

In processing the data, the survey staff has given each institutional response form a code number to ensure confidentiality. In addition, positions with less than five responses are not reported. Assurance of confidentiality has fostered in large part the broad participation that has characterized the survey from its inception.

When institutions order special analyses of selected peer groups (Special Studies), confidentiality is maintained by the application of two rules. First, the special order must sample 10 or more institutions. Second, the report will supply data only for those positions for which there were at least three responses.

II. DEFINITIONS AND GENERAL CHARACTERISTICS

DATA SPECIFICATIONS

Respondents were asked to observe the following specifications in reporting their data:

- Salaries are those in effect during the Fall of 1985.
- Salaries are at an annualized, full-time rate; they reflect only actual cash earnings, excluding any services contributed without charge.
- Enrollment and budget figures are for the operating year 1985-86.
- Enrollment is stated in terms of equivalent full-time students.
- Budgets include amounts for current educational and general operations, including research funds. Budgets do not include amounts for student aid, auxiliary enterprises, service departments, construction, and similar activities.

INTERQUARTILE RANGE

Salary data shown on the basic tables in this report indicate the median and the interquartile range for each position.

- The MEDIAN is the middle value in an array of all salaries for the position; half of the salaries are lower than the median and half are higher. The median is considered a more reliable measure than the mean/average because it minimizes the effect of extremely high and low salaries.
- The FIRST QUARTILE (Q1 on Tables) divides salaries below the median into two 25 percent segments.
- The THIRD QUARTILE (Q3 on the Tables) divides salaries above the median into two 25 percent segments.
- Q1 and Q3, therefore, mark the interquartile range; half of all salaries – the middle 50 percent – fall within this range.

WEIGHTED AVERAGE

Weighted average is the sum of the median salaries divided by the number of respondents in each position.

III. SALARY SURVEY COMMENTS
(Primary Positions only: Positions 1.0 - 99.0)

SALARY INCREASES

For positions surveyed in 1984-85 and 1985-86, weighted averages of median salaries increased in 1985-86 over 1984-85 by the following percentages:

Source of Support	1985-86 Increase (Percent)	Institutional Classification	1985-86 Increase (Percent)
Public	5.3%	Universities	6.6%
Private	5.6%	Four-year Colleges	5.6%
All Institutions	5.3%	Two-Year Colleges	5.8%
		Two-Year Technical	4.3%
		Other	.7%

Within different families of the Survey's Primary positions, weighted averages of median salaries in all institutions increased as follows:

Job Family	1985-86 Increase (Percent)
Academic Affairs	6.0%
Administrative Affairs	5.7%
External Affairs	4.7%
Student Services	5.2%
Executive Affairs	7.7%

PRIMARY JOB FAMILY GROUPINGS

Academic Affairs

4.0 Chief Academic Officer
11.0 Chief Health Professions Officer
14.0 Registrar
16.0 Director, Learning Resources Center
17.0 Director, Library Services
19.0 Director, Computer Center Operations/Academic
21.0 Director, Educational Media Services
22.0 Director, Institutional Research
24.0 Administrator, Grants and Contracts
25.0 Director, Affirmative Action/Equal Employment
42.0 Director, International Studies Education
66.0 Director, Admissions & Registrar

Deans

67.0 Architecture
68.0 Agriculture

69.0 Arts and Letters
70.0 Arts and Sciences
71.0 Business
72.0 Communications
73.0 Continuing Education
74.0 Dentistry
75.0 Education
76.0 Engineering
77.0 Experimental Programs
78.0 Extension
79.0 Fine Arts
80.0 Graduate Programs
81.0 Health Related Professions
82.0 Home Economics
83.0 Humanities
84.0 Instruction
85.0 Law
86.0 Library & Information Sciences
87.0 Mathematics
88.0 Medicine
89.0 Music
90.0 Nursing
91.0 Occupational Studies/Vocational Education/Technology
92.0 Pharmacy
93.0 Public Health
94.0 Sciences
95.0 Social Sciences
96.0 Social Work
97.0 Special Programs
98.0 Undergraduate Programs
99.0 Veterinary Medicine

Administrative Affairs

5.0 Chief Business Officer
9.0 Chief Planning Officer
10.0 Chief Personnel/Human Resources Officer
12.0 Chief Budgeting Officer
13.0 General Counsel
18.0 Director, Computer Center
20.0 Director, Computer Center Operations/Administrative
27.0 Comptroller
28.0 Director, Accounting
29.0 Director, Internal Audit
30.0 Bursar
31.0 Director, Food Services
32.0 Chief, Physical Plant/Facilities Management Officer
34.0 Director, Purchasing
35.0 Director, Bookstore
36.0 Director, Campus Security
39.0 Director, Auxiliary Services
57.0 Administrator, Hospital Medical Center
59.0 Director, Risk Management and Insurance
60.0 Chief Planning & Budget Officer
62.0 Director, Personnel & Affirmative Action
64.0 Director, Housing & Food Service

External Affairs

7.0 Chief Development Officer
8.0 Chief Public Relations Officer
15.0 Director, Church Relations
23.0 Director, Special and Deferred Gifts
37.0 Director, Information Systems
38.0 Director, News Bureau
54.0 Director, Alumni Affairs
55.0 Director, Information Office
56.0 Director, Community Services
58.0 Director, Publications
61.0 Chief Development & Public Relations Officer

Student Services

6.0 Chief Student Affairs Officer
26.0 Chaplain
33.0 Director, Student Activities
40.0 Director, Admissions
41.0 Director, Foreign Students
43.0 Director, Student Financial Aid
44.0 Director, Student Placement
45.0 Director, Student Counseling
46.0 Director, Student Union
47.0 Director, Student Health Services (Physician Administrator)
48.0 Director, Student Health Services (Nurse Administrator)
49.0 Director, Student Housing
50.0 Director, Athletics
51.0 Director, Athletics/Men
52.0 Director, Athletics/Women
53.0 Director, Campus Recreation/Intramurals
63.0 Director, Admissions & Financial Aid
65.0 Director, Development & Alumni Affairs

Executive Affairs

1.0 Chief Executive Officer System/District/Multi-Campus Operation (President/Chancellor)
2.0 Chief Executive Officer of a Single Institution (President/Chancellor)
3.0 Executive Vice President

REPORTING RELATIONSHIP

Information on the reporting relationship of each position is collected each year as part of the survey. Due to the complexity of summarizing this data for all positions, reporting relationship information is available only through Special Study Request (see Appendix E).

The analysis of the 1985-86 reporting relationship data for Position 10.0 (Chief Personnel/Human Resources Officer) reveals virtually no change in distribution from the 1984-85 survey. Responses from all institutions indicate the following reporting relationship frequency for this position:

President (System)	4.6%
President (Institution)	11.7%
Executive Vice President	8.5%
Chief Academic Officer	1.3%
Chief Business Officer	59.0%
Chief Planning Officer	2.5%
Chief Budgeting Officer	1.3%
Comptroller	1.3%
Other	9.8%

PROMOTION/TRANSFER VS. OUTSIDE HIRE

Table 46 compares median salaries of those who were promoted or transferred to their positions from within the institution ("inside hire"), and those who were hired externally ("outside hire"). Incumbents are fairly evenly divided between the hiring pool sources. Median salaries of those promoted or transferred from within the institution averaged 2.9 percent higher salaries.

Table 51 shows that internal hires averaged 2.6 percent more years of service than those hired outside the institution.

COMPARISON NON-MINORITIES AND MINORITIES

Median salaries in all institutions for non-minority and minority incumbents is displayed on Table 47. Minority salaries averaged 12.7 percent lower than non-minority salaries. Average years of service of minorities in their current positions is 11.7 percent lower than those of non-minority incumbents (see Table 49).

COMPARISON MALES AND FEMALES

Table 48 displays median salaries of male and female incumbents in all institutions. As a grouping, female salaries are lower with the weighted average differential between medians at 43.3 percent. Average years of service of females in their current positions are 32.7 percent lower than those of male incumbents (see Table 50).

FOUR-YEAR SALARY COMPARISON

Median salaries and percentage increases for 495 institutions that have reported data since the 1982-83 Survey are displayed on Table 52. Only those positions surveyed over this four-year period are reported. The table's final column indicates the compound rate of change over the four-year period. The table below details these increases:

Year	Percentage Increase
1982-83	Base Year
1983-84	4.2%
1984-85	6.5%
1985-86	6.6%

SALARY DISTRIBUTION

The frequency distribution of all salaries reported for each survey position is tabulated on Table 58. The mean (arithmetic average) salary for all institutions is displayed at the bottom of each column in the Table.

COMPARISON MEAN AND MEDIAN

Table 53 contrasts mean and median salaries for all institutions.

SECONDARY POSITIONS

The *1985-86 Administrative Compensation Survey* contains a section that displays survey data on secondary positions within institutions of higher education. The request for collecting this data was initiated by the Interassociation Management Related Group (IMRG), an informal consortium of 25 administrative associations serving higher education. Data was collected for 39 positions in 1982-83 and has since been refined and further developed by CUPA's Council on Classification and Direct Compensation.

The annual 1985-86 CUPA Administrative Compensation Survey Questionnaire contained a request for data for 69 secondary positions. Of the 1,612 institutions providing primary salary data, 1,371 also provided usable data on secondary positions. An alphabetical list of secondary position respondents appears in Appendix B, which also indicates each institution's classification (i.e., university, four-year college, two-year college, and other), source of fiscal support (public and private), system affiliation, and state residence.

This survey marks the third time CUPA has collected secondary position data, with 1984-85 serving as the base-line year for measuring future salary changes. The 1986-87 Survey will contain more detailed analysis of these positions.

IV. SPECIAL STUDY INFORMATION

The tables that follow summarize the compensation data that have been found to be of greatest interest and value to the majority of participants. The data base from which the tables were developed can provide a great deal of additional information.

Participants have made increasing use of CUPA's capability to formulate salary survey information that meets the specialized requirements or preferences of an institution.

Customized surveys can be provided on:

-- Any group of named institutions selected from the list of respondents (provided that at least ten institutions are included to maintain confidentiality of information). **Data are not identified by institution.**

- Demographic characteristics alone or in combinations, including: budget, enrollment, faculty size, staff size, institutional type, source of support, and system structure.

- Institutions within a given geographic region or state.

In effect, any of the institutional characteristics reported on in the survey questionnaire may be used to delimit the desired information – singly or in any combination. Furthermore, Special Studies can now cover eight consecutive survey years (1978-79, 1979-80, 1980-81, 1981-82, 1982-83, 1983-84, 1984-85, and 1985-86). (Note: Survey years 1978-79 and 1979-80 are not listed on the Special Study Order Form because Job Titles were significantly revamped beginning with survey year 1980-81. Special Studies for survey years 1978-79 and 1979-80 may be requested using the same form.) Secondary Special Studies data is available for 1984-85, 1985-86.

All results are accompanied by a list of the respondents that were selected to provide the sample data.

TYPES OF DATA DISPLAYS

1. Median Salary Display with Interquartile Data (see Table 1)

2. Median Years-of-Service Display with Interquartile Data (same display format as Table 1, but includes years-of-service data. Salary data not included.)

3. Distribution of Salaries Display (see Table 58)

4. Percent of CEO Salary Display

5. Minority/Non-minority Comparison Display (see Table 47 and Table 49)*

6. Internal/External Hire Comparison Display (see Table 46 and Table 51)*

7. Male/Female Comparison Display (see Table 48 and Table 50)*

8. Reporting Relationship Frequency Display and Histogram

9. Listing of Individual Salaries by Position

*A study of type 1 or 2 must be ordered along with any comparison display.

Other uses of data requiring manipulation and display techniques are possible. Such specialized needs should be discussed with CUPA Headquarters Staff at (202) 462-1038.

The Special Study Order Form included with this report provides further details on how to order a Special Study or obtain additional information (see Appendix E).

V. SALARY COMPARISON WORKSHEET

As part of the 1985-86 survey report a sample Salary Comparison Worksheet has been developed (see Appendix F). This worksheet may be used to compare institutional salaries with survey salaries through calculation of a salary comparison percentage for individual positions, families of positions, and all positions in the organization. Calculated salary comparisons of specific colleges and universities may be requested as a Special Study through CUPA Headquarters.

Primary Positions

(Tables 1-58)

Cautionary Note: The General Tables should be used only to obtain a broad overview of position salaries. For comparative analyses between positions or among institutions, consult the Comparative Tables, or see the Special Study Section (page xii). Data for some positions do not appear on several tables due to the limited number of positions that can be printed on a page. All data is available, however, through Special Study Reports.

Table 1
ALL INSTITUTIONS SUMMARY (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 1,611.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$81,120	$65,040	$96,000	136
2.0	Chief Executive Officer, Single Institution	$65,899	$55,296	$79,300	1,422
3.0	Executive Vice President	$56,372	$46,000	$71,040	304
4.0	Chief Academic Officer	$51,500	$42,012	$63,277	1,457
5.0	Chief Business Officer	$48,900	$39,215	$60,253	1,471
6.0	Chief Student Affairs Officer	$43,127	$34,412	$52,920	1,371
7.0	Chief Development Officer	$44,500	$35,000	$54,450	838
8.0	Chief Public Relations Officer	$33,200	$25,000	$43,400	757
9.0	Chief Planning Officer	$47,000	$37,000	$56,472	245
10.0	Chief Personnel/Human Resources Officer	$37,451	$29,500	$47,650	710
11.0	Chief Health Professions Officer	$60,538	$39,256	$104,595	107
12.0	Chief Budgeting Officer	$42,229	$34,775	$50,047	423
13.0	General Counsel	$53,000	$41,000	$64,000	197
14.0	Registrar	$31,000	$24,000	$38,469	1,189
16.0	Director, Learning Resources Center	$32,459	$25,000	$41,127	558
17.0	Director, Library Services	$35,514	$27,476	$45,540	1,194
18.0	Director, Computer Center	$38,642	$30,360	$47,700	908
19.0	Director, Computer Center Operations/Academic	$36,615	$28,890	$46,272	321
20.0	Director, Computer Center Operations/Administrative	$36,171	$28,447	$45,472	319
21.0	Director, Educational Media Services	$29,737	$22,770	$37,631	520
22.0	Director, Institutional Research	$36,244	$29,064	$43,835	516
23.0	Director, Special and Deferred Gifts	$33,300	$27,116	$40,809	252
24.0	Administrator, Grants and Contracts	$37,875	$30,000	$48,048	440
25.0	Director, Affirmative Action/Equal Employment	$37,000	$30,289	$45,000	312
26.0	Chaplain	$25,651	$20,170	$32,209	300
27.0	Comptroller	$38,145	$30,072	$46,752	835
28.0	Director, Accounting	$30,221	$23,413	$38,552	605
29.0	Director, Internal Audit	$36,300	$29,500	$43,500	321
30.0	Bursar	$27,408	$21,792	$35,148	364
31.0	Director, Food Services	$30,096	$23,337	$37,956	368
32.0	Chief Physical Plant/Facilities Management Officer	$36,360	$28,032	$45,512	1,250
33.0	Director, Student Activities	$26,036	$20,100	$33,000	800
34.0	Director, Purchasing	$29,770	$23,535	$36,828	747
35.0	Director, Bookstore	$22,000	$16,731	$28,992	884
36.0	Director, Campus Security	$27,514	$21,216	$35,196	836
37.0	Director, Information Systems	$43,260	$34,608	$52,400	233
38.0	Director, News Bureau	$26,826	$20,800	$32,800	285
39.0	Director, Auxiliary Services	$36,742	$28,696	$45,000	330
40.0	Director, Admissions	$33,450	$27,036	$40,985	998
41.0	Director, Foreign Students	$27,292	$21,219	$33,869	237
42.0	Director, International Studies Education	$37,860	$27,000	$49,037	135
43.0	Director, Student Financial Aid	$29,639	$23,015	$36,000	1,291
44.0	Director, Student Placement	$28,129	$22,325	$34,392	888
45.0	Director, Student Counseling	$33,235	$27,000	$39,985	858
46.0	Director, Student Union	$31,100	$24,400	$38,090	343
47.0	Director, Student Health Services (Physician Administrator)	$58,580	$40,000	$72,360	290
48.0	Director, Student Health Services (Nurse Administrator)	$21,884	$18,200	$27,228	510
49.0	Director, Student Housing	$25,624	$19,311	$33,500	636
50.0	Director, Athletics	$38,593	$30,000	$47,006	860
51.0	Director, Athletics/Men	$38,148	$29,081	$48,710	82
52.0	Director, Athletics/Women	$32,200	$25,859	$38,725	157
53.0	Director, Campus Recreation/Intramurals	$26,459	$19,776	$34,357	365
54.0	Director, Alumni Affairs	$26,000	$20,700	$33,624	732
55.0	Director, Information Office	$28,500	$22,455	$36,833	406
56.0	Director, Community Services	$32,750	$26,800	$41,408	277
57.0	Administrator, Hospital Medical Center	$84,000	$62,448	$105,000	51
58.0	Director, Publications	$27,300	$22,750	$33,920	356
59.0	Director, Risk Management and Insurance	$38,050	$30,212	$45,444	96
60.0	Chief Planning and Budget Officer	$50,136	$43,274	$60,659	92
61.0	Chief Development and Public Relations Officer	$49,400	$36,604	$61,215	189
62.0	Director, Personnel and Affirmative Action	$31,800	$25,680	$40,000	249
63.0	Director, Admissions and Financial Aid	$37,500	$30,287	$45,000	151
65.0	Director, Development and Alumni Affairs	$35,280	$28,000	$45,383	99
66.0	Director, Admissions and Registrar	$38,664	$31,397	$44,088	212
67.0	Dean, Architecture	$62,760	$54,753	$70,116	73
68.0	Dean, Agriculture	$63,400	$48,709	$74,900	87
69.0	Dean, Arts and Letters	$48,000	$40,374	$57,000	116
70.0	Dean, Arts and Sciences	$53,652	$44,484	$65,000	406
71.0	Dean, Business	$52,000	$41,200	$64,320	641
72.0	Dean, Communications	$47,423	$38,500	$60,600	88
73.0	Dean, Continuing Education	$40,800	$33,760	$50,100	572
74.0	Dean, Dentistry	$87,450	$79,563	$102,000	48
75.0	Dean, Education	$52,000	$42,324	$62,484	418
76.0	Dean, Engineering	$65,200	$51,402	$79,000	247
78.0	Dean, Extension	$50,000	$37,878	$62,600	83
79.0	Dean, Fine Arts	$49,044	$40,950	$58,383	182
80.0	Dean, Graduate Programs	$56,000	$46,327	$65,300	345
81.0	Dean, Health Related Professions	$48,440	$39,942	$57,698	197
83.0	Dean, Humanities	$42,184	$33,510	$50,820	207
85.0	Dean, Law	$83,000	$72,823	$91,590	135
86.0	Dean, Library and Information Sciences	$50,195	$41,891	$58,933	74
87.0	Dean, Mathematics	$41,988	$36,500	$49,200	102
88.0	Dean, Medicine	$105,000	$92,000	$136,000	81
89.0	Dean, Music	$52,500	$40,716	$63,700	80
90.0	Dean, Nursing	$47,413	$37,008	$60,000	303
91.0	Dean, Occupation Studies/Vocational Education/Technology	$42,500	$37,167	$49,880	234
92.0	Dean, Pharmacy	$68,500	$62,000	$78,000	58
94.0	Dean, Sciences	$46,335	$36,650	$55,000	265
95.0	Dean, Social Sciences	$42,924	$34,778	$50,339	210
96.0	Dean, Social Work	$62,800	$49,750	$71,000	71
98.0	Dean, Undergraduate Programs	$48,500	$39,969	$58,316	87

Table 2

PUBLIC INSTITUTIONS SUMMARY (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 922.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$81,120	$68,152	$97,790	114
2.0	Chief Executive Officer, Single Institution	$65,975	$57,539	$76,056	789
3.0	Executive Vice President	$57,726	$50,000	$72,000	162
4.0	Chief Academic Officer	$54,200	$45,950	$65,208	842
5.0	Chief Business Officer	$50,470	$42,000	$60,808	850
6.0	Chief Student Affairs Officer	$47,744	$39,980	$55,704	789
7.0	Chief Development Officer	$45,610	$37,440	$54,272	344
8.0	Chief Public Relations Officer	$37,000	$29,056	$47,400	394
9.0	Chief Planning Officer	$48,559	$40,294	$58,895	161
10.0	Chief Personnel/Human Resources Officer	$40,388	$32,889	$49,178	460
11.0	Chief Health Professions Officer	$55,609	$41,232	$96,300	73
12.0	Chief Budgeting Officer	$43,309	$35,094	$50,047	316
13.0	General Counsel	$52,735	$41,000	$62,500	149
14.0	Registrar	$35,484	$28,475	$42,000	587
16.0	Director, Learning Resources Center	$36,084	$29,612	$43,402	388
17.0	Director, Library Services	$40,520	$33,937	$51,165	593
18.0	Director, Computer Center	$41,412	$34,496	$49,500	560
19.0	Director, Computer Center Operations/Academic	$39,300	$31,644	$48,878	159
20.0	Director, Computer Center Operations/Administrative	$39,480	$32,400	$48,491	159
21.0	Director, Educational Media Services	$33,072	$26,444	$41,550	325
22.0	Director, Institutional Research	$37,658	$31,920	$44,780	370
23.0	Director, Special and Deferred Gifts	$37,500	$30,939	$46,800	61
24.0	Administrator, Grants and Contracts	$39,852	$31,254	$49,470	302
25.0	Director, Affirmative Action/Equal Employment	$37,350	$30,500	$45,000	259
27.0	Comptroller	$41,128	$34,378	$49,150	435
28.0	Director, Accounting	$33,660	$25,840	$40,100	371
29.0	Director, Internal Audit	$36,500	$28,985	$43,428	245
30.0	Bursar	$28,958	$23,000	$37,142	213
31.0	Director, Food Services	$31,800	$25,089	$38,650	205
32.0	Chief Physical Plant/Facilities Management Officer	$38,650	$31,486	$47,112	723
33.0	Director, Student Activities	$29,618	$23,850	$36,085	476
34.0	Director, Purchasing	$30,720	$25,000	$38,146	507
35.0	Director, Bookstore	$24,715	$19,769	$32,070	478
36.0	Director, Campus Security	$30,000	$24,456	$37,648	489
37.0	Director, Information Systems	$44,876	$35,184	$52,441	155
38.0	Director, News Bureau	$29,000	$24,500	$35,412	148
39.0	Director, Auxiliary Services	$39,928	$30,900	$46,793	229
40.0	Director, Admissions	$34,760	$28,890	$41,220	477
41.0	Director, Foreign Students	$29,733	$24,360	$38,000	128
43.0	Director, Student Financial Aid	$32,000	$27,000	$37,920	727
44.0	Director, Student Placement	$31,254	$26,110	$37,700	478
45.0	Director, Student Counseling	$36,612	$30,600	$42,520	527
46.0	Director, Student Union	$34,410	$28,008	$39,989	235
47.0	Director, Student Health Services (Physician Administrator)	$60,069	$50,000	$72,972	190
48.0	Director, Student Health Services (Nurse Administrator)	$24,602	$21,214	$30,407	212
49.0	Director, Student Housing	$31,020	$24,916	$38,469	296
50.0	Director, Athletics	$42,200	$35,113	$50,486	461
51.0	Director, Athletics/Men	$41,126	$37,066	$50,217	51
52.0	Director, Athletics/Women	$36,600	$29,978	$42,599	84
53.0	Director, Campus Recreation/Intramurals	$29,787	$22,667	$36,270	229
54.0	Director, Alumni Affairs	$30,048	$25,013	$37,838	274
55.0	Director, Information Office	$31,079	$24,600	$38,976	240
56.0	Director, Community Services	$35,220	$28,881	$42,804	223
57.0	Administrator, Hospital Medical Center	$84,000	$71,600	$100,000	37
58.0	Director, Publications	$31,254	$26,040	$36,924	174
59.0	Director, Risk Management and Insurance	$38,200	$31,100	$44,700	67
60.0	Chief Planning and Budget Officer	$52,727	$45,077	$61,417	66
61.0	Chief Development and Public Relations Officer	$50,316	$37,921	$60,400	97
62.0	Director, Personnel and Affirmative Action	$32,833	$27,026	$40,682	168
63.0	Director, Admissions and Financial Aid	$37,091	$31,800	$42,865	55
65.0	Director, Development and Alumni Affairs	$36,456	$31,191	$45,000	62
66.0	Director, Admissions and Registrar	$39,510	$32,748	$44,850	185
67.0	Dean, Architecture	$62,760	$56,500	$69,600	56
68.0	Dean, Agriculture	$63,107	$48,828	$73,236	81
69.0	Dean, Arts and Letters	$48,015	$42,100	$57,000	96
70.0	Dean, Arts and Sciences	$54,100	$46,200	$65,100	279
71.0	Dean, Business	$51,921	$42,117	$64,100	455
72.0	Dean, Communications	$47,423	$41,343	$61,800	64
73.0	Dean, Continuing Education	$42,912	$36,000	$52,289	410
74.0	Dean, Dentistry	$83,549	$77,940	$98,627	35
75.0	Dean, Education	$54,660	$46,771	$63,400	311
76.0	Dean, Engineering	$64,500	$50,004	$77,000	190
78.0	Dean, Extension	$50,215	$39,094	$62,011	70
79.0	Dean, Fine Arts	$50,846	$45,500	$58,584	128
80.0	Dean, Graduate Programs	$57,881	$49,660	$65,832	225
81.0	Dean, Health Related Professions	$48,440	$40,835	$57,500	177
83.0	Dean, Humanities	$45,091	$37,241	$53,256	146
84.0	Dean, Instruction	$44,864	$37,897	$50,501	58
85.0	Dean, Law	$84,000	$72,823	$91,590	67
86.0	Dean, Library and Information Sciences	$50,995	$44,674	$60,000	59
87.0	Dean, Mathematics	$43,245	$37,800	$50,008	81
88.0	Dean, Medicine	$102,682	$90,000	$132,027	60
89.0	Dean, Music	$58,185	$46,182	$66,200	41
90.0	Dean, Nursing	$50,128	$39,161	$61,870	212
91.0	Dean, Occupation Studies/Vocational Education/Technology	$42,685	$37,676	$50,059	226
92.0	Dean, Pharmacy	$69,900	$62,732	$78,636	46
94.0	Dean, Sciences	$48,000	$40,667	$57,000	193
95.0	Dean, Social Sciences	$45,235	$39,320	$50,792	153
96.0	Dean, Social Work	$63,000	$54,750	$70,000	49
97.0	Dean, Special Programs	$39,000	$33,000	$46,110	81
98.0	Dean, Undergraduate Programs	$49,000	$42,200	$58,316	50

Table 3
PRIVATE INSTITUTIONS SUMMARY (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 682.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$77,500	$40,000	$93,500	21
2.0	Chief Executive Officer, Single Institution	$65,520	$52,150	$84,000	626
3.0	Executive Vice President	$54,000	$42,000	$70,500	138
4.0	Chief Academic Officer	$46,200	$37,286	$59,088	610
5.0	Chief Business Officer	$45,000	$35,000	$58,866	614
6.0	Chief Student Affairs Officer	$36,300	$28,840	$45,360	575
7.0	Chief Development Officer	$42,146	$33,700	$55,000	491
8.0	Chief Public Relations Officer	$29,375	$21,500	$38,250	360
9.0	Chief Planning Officer	$40,000	$30,888	$52,250	84
10.0	Chief Personnel/Human Resources Officer	$32,400	$25,000	$41,000	246
11.0	Chief Health Professions Officer	$65,420	$34,210	$130,000	33
12.0	Chief Budgeting Officer	$39,160	$34,000	$49,900	106
13.0	General Counsel	$55,110	$41,004	$70,200	47
14.0	Registrar	$26,857	$21,216	$33,300	597
15.0	Director, Church Relations	$26,304	$20,000	$33,500	89
16.0	Director, Learning Resources Center	$24,500	$19,800	$28,000	168
17.0	Director, Library Services	$30,000	$24,000	$37,750	594
18.0	Director, Computer Center	$32,650	$25,450	$43,500	344
19.0	Director, Computer Center Operations/Academic	$33,384	$26,832	$42,260	159
20.0	Director, Computer Center Operations/Administrative	$32,000	$25,000	$40,500	158
21.0	Director, Educational Media Services	$23,010	$18,155	$29,300	193
22.0	Director, Institutional Research	$29,957	$23,001	$40,000	143
23.0	Director, Special and Deferred Gifts	$32,300	$26,006	$39,000	191
24.0	Administrator, Grants and Contracts	$33,000	$26,900	$42,400	134
25.0	Director, Affirmative Action/Equal Employment	$35,300	$28,024	$44,400	49
26.0	Chaplain	$25,333	$20,000	$32,200	284
27.0	Comptroller	$33,651	$26,226	$43,100	399
28.0	Director, Accounting	$26,100	$20,000	$33,450	231
29.0	Director, Internal Audit	$34,000	$27,127	$43,200	74
30.0	Bursar	$25,040	$19,500	$32,000	149
31.0	Director, Food Services	$28,080	$21,554	$35,750	161
32.0	Chief Physical Plant/Facilities Management Officer	$31,860	$25,000	$41,465	520
33.0	Director, Student Activities	$20,932	$17,568	$26,000	321
34.0	Director, Purchasing	$27,300	$20,664	$35,000	238
35.0	Director, Bookstore	$18,635	$14,000	$24,150	402
36.0	Director, Campus Security	$23,818	$18,145	$30,150	343
37.0	Director, Information Systems	$41,200	$26,005	$52,400	78
38.0	Director, News Bureau	$22,700	$18,500	$28,700	136
39.0	Director, Auxiliary Services	$32,000	$25,000	$43,200	98
40.0	Director, Admissions	$32,000	$25,270	$40,000	518
41.0	Director, Foreign Students	$22,880	$19,000	$29,400	107
42.0	Director, International Studies Education	$29,520	$22,305	$38,340	50
43.0	Director, Student Financial Aid	$25,393	$20,077	$32,000	559
44.0	Director, Student Placement	$24,000	$20,000	$29,630	407
45.0	Director, Student Counseling	$27,600	$21,350	$34,880	327
46.0	Director, Student Union	$23,108	$19,084	$31,375	106
47.0	Director, Student Health Services (Physician Administrator)	$48,550	$23,067	$68,780	98
48.0	Director, Student Health Services (Nurse Administrator)	$20,000	$16,588	$24,784	297
49.0	Director, Student Housing	$21,000	$17,483	$27,054	336
50.0	Director, Athletics	$32,760	$25,000	$42,028	395
51.0	Director, Athletics/Men	$30,050	$20,400	$36,667	31
52.0	Director, Athletics/Women	$27,000	$22,750	$33,000	73
53.0	Director, Campus Recreation/Intramurals	$20,491	$17,127	$27,500	133
54.0	Director, Alumni Affairs	$23,500	$19,000	$30,000	455
55.0	Director, Information Office	$25,000	$19,955	$31,250	164
56.0	Director, Community Services	$24,025	$18,900	$34,360	54
57.0	Administrator, Hospital Medical Center	$83,150	$39,500	$125,000	14
58.0	Director, Publications	$25,091	$19,600	$30,000	181
59.0	Director, Risk Management and Insurance	$38,050	$28,961	$50,000	29
60.0	Chief Planning and Budget Officer	$45,000	$40,000	$57,000	25
61.0	Chief Development and Public Relations Officer	$48,900	$35,600	$65,000	91
62.0	Director, Personnel and Affirmative Action	$28,648	$23,195	$37,780	80
63.0	Director, Admissions and Financial Aid	$37,500	$29,505	$46,665	95
64.0	Director, Housing and Food Services	$40,000	$36,620	$43,500	14
65.0	Director, Development and Alumni Affairs	$33,000	$24,872	$41,000	35
66.0	Director, Admissions and Registrar	$28,681	$23,472	$36,000	25
67.0	Dean, Architecture	$61,364	$45,022	$73,500	16
69.0	Dean, Arts and Letters	$41,513	$30,000	$56,000	20
70.0	Dean, Arts and Sciences	$52,889	$42,000	$65,000	125
71.0	Dean, Business	$52,000	$35,000	$65,000	183
72.0	Dean, Communications	$43,700	$28,740	$57,200	24
73.0	Dean, Continuing Education	$35,000	$27,690	$44,000	160
74.0	Dean, Dentistry	$91,000	$88,000	$104,000	13
75.0	Dean, Education	$41,350	$29,741	$53,250	105
76.0	Dean, Engineering	$70,500	$55,500	$86,000	55
78.0	Dean, Extension	$43,200	$34,908	$57,000	12
79.0	Dean, Fine Arts	$40,741	$30,208	$53,250	53
80.0	Dean, Graduate Programs	$48,400	$35,400	$61,900	117
81.0	Dean, Health Related Professions	$32,992	$30,251	$60,000	19
83.0	Dean, Humanities	$32,727	$26,635	$40,053	59
85.0	Dean, Law	$82,583	$71,400	$91,428	68
86.0	Dean, Library and Information Sciences	$49,615	$31,258	$58,000	15
87.0	Dean, Mathematics	$34,398	$30,400	$46,367	21
88.0	Dean, Medicine	$135,000	$109,000	$160,000	20
89.0	Dean, Music	$46,000	$36,980	$58,500	39
90.0	Dean, Nursing	$40,500	$34,013	$51,597	91
92.0	Dean, Pharmacy	$63,960	$57,500	$69,800	12
94.0	Dean, Sciences	$34,533	$28,508	$48,467	71
95.0	Dean, Social Sciences	$32,601	$27,816	$41,566	56
96.0	Dean, Social Work	$52,623	$31,567	$71,668	22
97.0	Dean, Special Programs	$30,000	$23,625	$35,200	31
98.0	Dean, Undergraduate Programs	$43,680	$35,502	$55,000	36

Table 4
PRIVATE INDEPENDENT INSTITUTIONS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Private Independent.
FTE-ENROLLMENT RANGE: Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 366.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$65,000	$40,000	$93,500	12
2.0	Chief Executive Officer, Single Institution	$75,000	$60,000	$95,000	329
3.0	Executive Vice President	$62,500	$48,000	$79,000	88
4.0	Chief Academic Officer	$51,700	$41,160	$65,850	320
5.0	Chief Business Officer	$51,000	$39,407	$65,000	318
6.0	Chief Student Affairs Officer	$40,560	$31,300	$50,374	298
7.0	Chief Development Officer	$48,106	$36,360	$60,000	248
8.0	Chief Public Relations Officer	$32,500	$24,200	$42,000	199
9.0	Chief Planning Officer	$48,114	$38,000	$63,000	46
10.0	Chief Personnel/Human Resources Officer	$33,575	$25,626	$43,450	171
11.0	Chief Health Professions Officer	$71,750	$50,000	$145,000	22
12.0	Chief Budgeting Officer	$41,000	$34,250	$51,000	73
13.0	General Counsel	$57,500	$42,000	$73,000	34
14.0	Registrar	$29,000	$22,700	$36,000	328
15.0	Director, Church Relations	$25,524	$23,500	$31,000	25
16.0	Director, Learning Resources Center	$25,000	$21,000	$31,453	84
17.0	Director, Library Services	$32,500	$25,000	$42,000	321
18.0	Director, Computer Center	$38,956	$30,360	$49,770	178
19.0	Director, Computer Center Operations/Academic	$34,300	$27,000	$45,300	106
20.0	Director, Computer Center Operations/Administrative	$34,000	$25,700	$42,500	106
21.0	Director, Educational Media Services	$24,143	$20,140	$31,200	103
22.0	Director, Institutional Research	$31,400	$25,000	$40,242	92
23.0	Director, Special and Deferred Gifts	$34,800	$28,300	$42,000	96
24.0	Administrator, Grants and Contracts	$34,046	$28,675	$45,000	92
25.0	Director, Affirmative Action/Equal Employment	$35,300	$28,000	$44,400	41
26.0	Chaplain	$25,584	$20,170	$32,659	118
27.0	Comptroller	$37,700	$28,297	$47,200	242
28.0	Director, Accounting	$28,000	$22,250	$35,400	134
29.0	Director, Internal Audit	$36,614	$27,210	$43,700	55
30.0	Bursar	$27,000	$21,925	$33,680	100
31.0	Director, Food Services	$33,355	$27,271	$44,300	78
32.0	Chief Physical Plant/Facilities Management Officer	$35,588	$28,485	$46,020	284
33.0	Director, Student Activities	$22,470	$18,240	$29,000	174
34.0	Director, Purchasing	$29,200	$22,000	$36,000	156
35.0	Director, Bookstore	$19,530	$15,750	$26,868	201
36.0	Director, Campus Security	$26,250	$19,950	$32,000	209
37.0	Director, Information Systems	$43,092	$35,000	$53,650	49
38.0	Director, News Bureau	$25,500	$19,681	$32,800	80
39.0	Director, Auxiliary Services	$33,824	$26,260	$44,600	65
40.0	Director, Admissions	$35,000	$28,000	$42,800	286
41.0	Director, Foreign Students	$26,775	$20,088	$31,250	59
42.0	Director, International Studies Education	$31,000	$26,983	$40,600	34
43.0	Director, Student Financial Aid	$28,000	$21,630	$35,000	316
44.0	Director, Student Placement	$26,000	$21,200	$32,710	235
45.0	Director, Student Counseling	$29,500	$23,760	$37,500	178
46.0	Director, Student Union	$26,250	$21,362	$33,100	52
47.0	Director, Student Health Services (Physician Administrator)	$57,860	$27,500	$72,801	68
48.0	Director, Student Health Services (Nurse Administrator)	$21,331	$18,721	$26,867	155
49.0	Director, Student Housing	$23,500	$18,360	$29,573	179
50.0	Director, Athletics	$36,600	$28,000	$44,483	211
51.0	Director, Athletics/Men	$32,287	$25,000	$44,500	10
52.0	Director, Athletics/Women	$27,560	$23,358	$33,777	39
53.0	Director, Campus Recreation/Intramurals	$22,933	$18,000	$31,222	76
54.0	Director, Alumni Affairs	$25,500	$20,330	$33,000	245
55.0	Director, Information Office	$27,500	$22,000	$35,900	91
56.0	Director, Community Services	$30,000	$21,900	$35,000	33
57.0	Administrator, Hospital Medical Center	$83,150	$32,000	$125,000	11
58.0	Director, Publications	$26,000	$21,445	$31,461	116
59.0	Director, Risk Management and Insurance	$39,138	$30,000	$50,000	20
60.0	Chief Planning and Budget Officer	$45,000	$40,000	$57,000	17
61.0	Chief Development and Public Relations Officer	$51,400	$39,000	$66,000	56
62.0	Director, Personnel and Affirmative Action	$31,000	$25,000	$40,000	51
63.0	Director, Admissions and Financial Aid	$40,000	$33,000	$50,000	48
64.0	Director, Housing and Food Services	$40,364	$36,620	$45,500	11
65.0	Director, Development and Alumni Affairs	$36,750	$27,195	$45,383	19
66.0	Director, Admissions and Registrar	$33,000	$24,900	$41,760	10
67.0	Dean, Architecture	$61,364	$45,022	$73,500	16
69.0	Dean, Arts and Letters	$42,800	$34,515	$55,000	13
70.0	Dean, Arts and Sciences	$58,212	$45,425	$70,000	74
71.0	Dean, Business	$54,000	$35,837	$68,000	109
72.0	Dean, Communications	$49,525	$34,100	$60,000	18
73.0	Dean, Continuing Education	$39,000	$30,000	$47,520	89
74.0	Dean, Dentistry	$89,040	$88,000	$104,000	9
75.0	Dean, Education	$46,000	$35,000	$60,500	58
76.0	Dean, Engineering	$72,394	$62,676	$88,500	42
78.0	Dean, Extension	$40,000	$34,908	$57,000	10
79.0	Dean, Fine Arts	$43,600	$33,333	$63,000	33
80.0	Dean, Graduate Programs	$52,800	$40,500	$67,150	77
81.0	Dean, Health Related Professions	$53,060	$30,667	$60,000	13
83.0	Dean, Humanities	$33,467	$28,368	$42,184	29
85.0	Dean, Law	$85,000	$75,000	$100,000	46
86.0	Dean, Library and Information Sciences	$53,527	$49,615	$73,000	10
87.0	Dean, Mathematics	$39,260	$32,000	$54,254	11
88.0	Dean, Medicine	$135,000	$98,940	$160,000	16
89.0	Dean, Music	$50,000	$40,400	$60,500	26
90.0	Dean, Nursing	$45,500	$36,500	$55,920	45
94.0	Dean, Sciences	$36,650	$31,212	$55,000	34
95.0	Dean, Social Sciences	$34,560	$30,800	$50,600	29
96.0	Dean, Social Work	$54,485	$31,567	$71,668	18
97.0	Dean, Special Programs	$30,000	$23,625	$36,250	18
98.0	Dean, Undergraduate Programs	$46,300	$38,000	$58,186	32

Table 5

PRIVATE RELIGIOUS INSTITUTIONS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Private Religious. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 316.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$77,500	$30,000	$88,000	9
2.0	Chief Executive Officer, Single Institution	$57,500	$45,000	$70,000	297
3.0	Executive Vice President	$42,500	$36,500	$50,500	50
4.0	Chief Academic Officer	$41,545	$35,000	$51,500	290
5.0	Chief Business Officer	$40,000	$32,000	$50,000	296
6.0	Chief Student Affairs Officer	$33,060	$28,000	$40,100	277
7.0	Chief Development Officer	$38,554	$31,500	$47,700	243
8.0	Chief Public Relations Officer	$25,281	$20,000	$32,400	161
9.0	Chief Planning Officer	$32,280	$27,100	$42,500	38
10.0	Chief Personnel/Human Resources Officer	$30,000	$22,080	$37,100	75
11.0	Chief Health Professions Officer	$34,210	$17,207	$107,940	11
12.0	Chief Budgeting Officer	$37,749	$32,500	$43,000	33
13.0	General Counsel	$49,135	$41,004	$60,000	13
14.0	Registrar	$25,500	$20,750	$31,869	269
15.0	Director, Church Relations	$26,304	$19,920	$33,500	64
16.0	Director, Learning Resources Center	$23,130	$18,000	$26,650	84
17.0	Director, Library Services	$27,127	$23,112	$33,228	273
18.0	Director, Computer Center	$28,400	$22,000	$35,000	166
19.0	Director, Computer Center Operations/Academic	$32,500	$26,832	$39,877	53
20.0	Director, Computer Center Operations/Administrative	$30,030	$22,100	$37,000	52
21.0	Director, Educational Media Services	$21,440	$17,135	$26,450	90
22.0	Director, Institutional Research	$27,500	$20,722	$37,000	51
23.0	Director, Special and Deferred Gifts	$30,000	$24,000	$36,780	95
24.0	Administrator, Grants and Contracts	$28,000	$22,050	$37,400	42
25.0	Director, Affirmative Action/Equal Employment	$34,750	$31,000	$43,441	8
26.0	Chaplain	$24,898	$20,000	$32,130	166
27.0	Comptroller	$29,000	$24,060	$35,500	157
28.0	Director, Accounting	$23,450	$18,545	$28,500	97
29.0	Director, Internal Audit	$33,000	$26,700	$38,800	19
30.0	Bursar	$22,400	$17,358	$28,101	49
31.0	Director, Food Services	$23,625	$19,020	$30,600	83
32.0	Chief Physical Plant/Facilities Management Officer	$27,375	$22,050	$34,620	236
33.0	Director, Student Activities	$19,600	$17,000	$23,610	147
34.0	Director, Purchasing	$24,000	$19,000	$30,000	82
35.0	Director, Bookstore	$16,789	$13,170	$22,000	201
36.0	Director, Campus Security	$20,796	$16,800	$26,000	134
37.0	Director, Information Systems	$38,977	$22,800	$48,000	29
38.0	Director, News Bureau	$20,800	$17,500	$25,000	56
39.0	Director, Auxiliary Services	$30,000	$22,600	$39,300	33
40.0	Director, Admissions	$28,118	$24,000	$35,000	232
41.0	Director, Foreign Students	$20,940	$16,120	$23,600	48
42.0	Director, International Studies Education	$22,500	$19,736	$30,000	16
43.0	Director, Student Financial Aid	$23,000	$19,000	$27,700	243
44.0	Director, Student Placement	$22,000	$18,550	$26,183	172
45.0	Director, Student Counseling	$25,000	$20,000	$32,500	149
46.0	Director, Student Union	$20,316	$18,411	$26,000	54
47.0	Director, Student Health Services (Physician Administrator)	$25,733	$19,152	$45,373	30
48.0	Director, Student Health Services (Nurse Administrator)	$18,667	$14,533	$22,300	142
49.0	Director, Student Housing	$19,500	$16,500	$24,750	157
50.0	Director, Athletics	$30,000	$23,500	$36,960	184
51.0	Director, Athletics/Men	$29,000	$20,400	$34,950	21
52.0	Director, Athletics/Women	$26,200	$21,820	$31,750	34
53.0	Director, Campus Recreation/Intramurals	$19,200	$16,000	$22,000	57
54.0	Director, Alumni Affairs	$21,640	$17,915	$26,646	210
55.0	Director, Information Office	$21,147	$17,500	$25,650	73
56.0	Director, Community Services	$21,000	$16,000	$26,075	21
58.0	Director, Publications	$22,500	$17,880	$27,000	65
59.0	Director, Risk Management and Insurance	$30,550	$27,600	$49,000	9
60.0	Chief Planning and Budget Officer	$42,000	$40,000	$48,800	8
61.0	Chief Development and Public Relations Officer	$40,800	$30,985	$54,000	35
62.0	Director, Personnel and Affirmative Action	$27,000	$21,378	$32,500	29
63.0	Director, Admissions and Financial Aid	$32,500	$26,000	$42,100	47
65.0	Director, Development and Alumni Affairs	$25,750	$23,000	$33,650	16
66.0	Director, Admissions and Registrar	$27,038	$20,902	$30,000	15
69.0	Dean, Arts and Letters	$41,513	$24,472	$62,577	7
70.0	Dean, Arts and Sciences	$45,400	$37,713	$57,000	51
71.0	Dean, Business	$48,433	$31,233	$62,000	74
72.0	Dean, Communications	$28,740	$28,400	$38,292	6
73.0	Dean, Continuing Education	$32,585	$24,600	$40,000	71
75.0	Dean, Education	$35,588	$25,968	$46,000	47
76.0	Dean, Engineering	$61,350	$53,000	$75,000	13
79.0	Dean, Fine Arts	$33,333	$23,780	$42,000	20
80.0	Dean, Graduate Programs	$37,500	$31,000	$49,000	40
81.0	Dean, Health Related Professions	$30,251	$25,500	$31,094	6
83.0	Dean, Humanities	$29,996	$25,289	$38,827	30
85.0	Dean, Law	$80,000	$71,400	$84,000	22
86.0	Dean, Library and Information Sciences	$30,030	$27,092	$41,500	5
87.0	Dean, Mathematics	$30,667	$30,257	$38,292	10
89.0	Dean, Music	$41,000	$28,000	$47,513	13
90.0	Dean, Nursing	$37,664	$32,106	$50,000	46
94.0	Dean, Sciences	$31,233	$28,000	$41,073	37
95.0	Dean, Social Sciences	$31,200	$26,565	$39,150	27
97.0	Dean, Special Programs	$29,085	$23,716	$32,600	13

Table 6
SYSTEM OFFICES (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 83

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$81,613	$67,691	$100,006	82
3.0	Executive Vice President	$65,585	$61,000	$83,265	37
4.0	Chief Academic Officer	$64,152	$50,425	$84,000	63
5.0	Chief Business Officer	$63,800	$47,024	$76,576	71
6.0	Chief Student Affairs Officer	$48,742	$38,437	$54,000	33
7.0	Chief Development Officer	$50,500	$39,000	$68,000	32
8.0	Chief Public Relations Officer	$46,500	$38,000	$58,000	46
9.0	Chief Planning Officer	$51,685	$45,700	$64,984	28
10.0	Chief Personnel/Human Resources Officer	$50,556	$46,115	$63,654	58
11.0	Chief Health Professions Officer	$53,838	$43,659	$106,000	14
12.0	Chief Budgeting Officer	$53,915	$43,000	$63,000	51
13.0	General Counsel	$62,800	$55,000	$74,000	38
14.0	Registrar	$36,359	$25,000	$47,000	27
16.0	Director, Learning Resources Center	$39,410	$32,226	$46,750	22
17.0	Director, Library Services	$41,392	$35,409	$60,888	25
18.0	Director, Computer Center	$47,035	$35,526	$59,400	52
19.0	Director, Computer Center Operations/Academic	$48,760	$46,715	$51,450	12
20.0	Director, Computer Center Operations/Administrative	$52,599	$42,710	$62,500	18
21.0	Director, Educational Media Services	$34,759	$28,250	$42,000	16
22.0	Director, Institutional Research	$41,253	$33,715	$50,000	33
23.0	Director, Special and Deferred Gifts	$38,000	$29,011	$40,699	8
24.0	Administrator, Grants and Contracts	$39,532	$30,160	$47,000	32
25.0	Director, Affirmative Action/Equal Employment	$41,850	$35,787	$49,100	25
27.0	Comptroller	$50,000	$37,000	$57,860	49
28.0	Director, Accounting	$42,500	$36,768	$47,732	45
29.0	Director, Internal Audit	$45,320	$38,668	$53,795	47
30.0	Bursar	$38,590	$29,954	$41,800	18
31.0	Director, Food Services	$38,072	$18,500	$45,192	8
32.0	Chief Physical Plant/Facilities Management Officer	$48,722	$38,300	$58,000	55
33.0	Director, Student Activities	$29,662	$27,702	$39,204	25
34.0	Director, Purchasing	$41,200	$32,635	$45,192	45
35.0	Director, Bookstore	$25,775	$20,278	$41,574	19
36.0	Director, Campus Security	$35,000	$28,100	$42,192	24
37.0	Director, Information Systems	$50,000	$43,344	$60,000	24
38.0	Director, News Bureau	$29,579	$22,700	$43,600	16
39.0	Director, Auxiliary Services	$48,200	$36,686	$58,685	15
40.0	Director, Admissions	$38,040	$21,458	$45,768	24
41.0	Director, Foreign Students	$30,475	$27,969	$39,840	7
42.0	Director, International Studies Education	$47,282	$27,000	$60,000	8
43.0	Director, Student Financial Aid	$35,153	$30,650	$40,865	45
44.0	Director, Student Placement	$30,764	$26,040	$42,756	22
45.0	Director, Student Counseling	$36,664	$29,569	$46,470	20
46.0	Director, Student Union	$33,000	$30,697	$45,396	6
47.0	Director, Student Health Services (Physician Administrator)	$48,972	$25,000	$74,757	5
48.0	Director, Student Health Services (Nurse Administrator)	$27,600	$24,533	$40,050	9
49.0	Director, Student Housing	$26,250	$21,000	$30,350	15
50.0	Director, Athletics	$45,354	$38,021	$53,000	20
53.0	Director, Campus Recreation/Intramurals	$30,068	$23,555	$35,100	7
54.0	Director, Alumni Affairs	$31,080	$22,435	$52,000	18
55.0	Director, Information Office	$37,830	$29,997	$46,319	19
56.0	Director, Community Services	$40,000	$32,403	$52,250	12
58.0	Director, Publications	$32,050	$29,107	$41,491	13
59.0	Director, Risk Management and Insurance	$42,000	$28,928	$47,250	18
60.0	Chief Planning and Budget Officer	$56,928	$43,410	$89,000	6
61.0	Chief Development and Public Relations Officer	$64,500	$36,500	$76,300	9
62.0	Director, Personnel and Affirmative Action	$43,930	$35,149	$55,915	14
66.0	Director, Admissions and Registrar	$40,770	$35,744	$49,524	13
70.0	Dean, Arts and Sciences	$53,838	$41,300	$60,563	12
71.0	Dean, Business	$54,947	$38,110	$74,000	23
72.0	Dean, Communications	$47,321	$36,528	$54,578	8
73.0	Dean, Continuing Education	$43,680	$37,833	$53,838	25
75.0	Dean, Education	$58,300	$38,794	$69,582	14
76.0	Dean, Engineering	$65,000	$59,352	$80,000	8
79.0	Dean, Fine Arts	$48,807	$36,590	$65,000	7
80.0	Dean, Graduate Programs	$69,000	$62,000	$76,400	7
81.0	Dean, Health Related Professions	$57,342	$49,229	$60,000	8
83.0	Dean, Humanities	$36,947	$23,004	$50,820	8
84.0	Dean, Instruction	$46,482	$34,965	$60,270	6
85.0	Dean, Law	$84,000	$77,500	$85,000	8
86.0	Dean, Library and Information Sciences	$54,947	$39,000	$58,000	5
87.0	Dean, Mathematics	$38,825	$36,807	$50,820	9
88.0	Dean, Medicine	$110,000	$102,682	$136,000	8
90.0	Dean, Nursing	$44,612	$35,578	$63,600	18
91.0	Dean, Occupation Studies/Vocational Education/Technology	$40,716	$37,894	$50,820	18
94.0	Dean, Sciences	$40,667	$31,080	$56,215	8
95.0	Dean, Social Sciences	$39,610	$36,239	$52,407	10
97.0	Dean, Special Programs	$43,231	$36,250	$46,972	6

Table 7
ALL UNIVERSITIES (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 454.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$95,000	$84,750	$110,000	65
2.0	Chief Executive Officer, Single Institution	$80,000	$69,760	$93,347	378
3.0	Executive Vice President	$72,000	$57,000	$87,512	109
4.0	Chief Academic Officer	$67,000	$58,000	$79,000	408
5.0	Chief Business Officer	$63,000	$52,300	$73,000	412
6.0	Chief Student Affairs Officer	$54,372	$45,247	$62,720	403
7.0	Chief Development Officer	$54,442	$45,610	$65,760	264
8.0	Chief Public Relations Officer	$43,224	$35,000	$54,889	234
9.0	Chief Planning Officer	$53,500	$43,205	$65,777	100
10.0	Chief Personnel/Human Resources Officer	$42,000	$33,730	$52,816	332
11.0	Chief Health Professions Officer	$98,000	$77,479	$126,000	52
12.0	Chief Budgeting Officer	$45,236	$37,749	$53,076	231
13.0	General Counsel	$54,350	$44,292	$65,000	144
14.0	Registrar	$37,997	$32,344	$43,608	361
16.0	Director, Learning Resources Center	$37,842	$30,345	$47,700	130
17.0	Director, Library Services	$47,021	$38,665	$58,000	386
18.0	Director, Computer Center	$47,700	$39,750	$55,788	321
19.0	Director, Computer Center Operations/Academic	$43,000	$35,724	$50,133	153
20.0	Director, Computer Center Operations/Administrative	$43,824	$35,190	$53,500	145
21.0	Director, Educational Media Services	$34,670	$28,537	$43,382	200
22.0	Director, Institutional Research	$41,232	$34,512	$47,700	225
23.0	Director, Special and Deferred Gifts	$38,196	$31,200	$45,000	108
24.0	Administrator, Grants and Contracts	$43,000	$34,566	$52,737	250
25.0	Director, Affirmative Action/Equal Employment	$37,580	$30,556	$45,746	221
26.0	Chaplain	$30,600	$25,815	$37,800	70
27.0	Comptroller	$45,000	$37,440	$54,000	332
28.0	Director, Accounting	$36,384	$29,500	$43,812	240
29.0	Director, Internal Audit	$37,500	$31,100	$44,300	225
30.0	Bursar	$32,000	$26,123	$40,645	175
31.0	Director, Food Services	$36,500	$30,877	$44,000	140
32.0	Chief Physical Plant/Facilities Management Officer	$45,500	$37,958	$53,028	415
33.0	Director, Student Activities	$30,000	$23,657	$36,720	277
34.0	Director, Purchasing	$33,624	$26,520	$41,000	353
35.0	Director, Bookstore	$31,008	$23,460	$36,800	274
36.0	Director, Campus Security	$32,580	$25,916	$40,285	378
37.0	Director, Information Systems	$48,000	$40,000	$60,000	110
38.0	Director, News Bureau	$29,579	$24,500	$36,450	167
39.0	Director, Auxiliary Services	$42,699	$33,900	$52,074	172
40.0	Director, Admissions	$39,000	$32,583	$45,000	320
41.0	Director, Foreign Students	$28,504	$22,984	$37,014	165
42.0	Director, International Studies Education	$41,000	$30,958	$54,000	89
43.0	Director, Student Financial Aid	$35,000	$30,500	$40,825	402
44.0	Director, Student Placement	$33,195	$27,708	$39,554	339
45.0	Director, Student Counseling	$38,393	$31,200	$44,800	316
46.0	Director, Student Union	$34,448	$28,167	$40,332	219
47.0	Director, Student Health Services (Physician Administrator)	$61,480	$50,295	$74,757	191
48.0	Director, Student Health Services (Nurse Administrator)	$25,000	$21,400	$29,988	162
49.0	Director, Student Housing	$32,700	$25,624	$41,450	288
50.0	Director, Athletics	$46,716	$40,000	$58,273	329
51.0	Director, Athletics/Men	$44,500	$36,954	$51,120	53
52.0	Director, Athletics/Women	$34,535	$29,450	$41,100	100
53.0	Director, Campus Recreation/Intramurals	$29,904	$22,556	$36,270	224
54.0	Director, Alumni Affairs	$31,745	$25,624	$40,692	317
55.0	Director, Information Office	$34,350	$26,650	$42,000	174
56.0	Director, Community Services	$37,431	$29,007	$47,436	61
57.0	Administrator, Hospital Medical Center	$88,000	$62,448	$107,000	35
58.0	Director, Publications	$31,800	$26,300	$38,160	183
59.0	Director, Risk Management and Insurance	$39,220	$30,550	$46,833	76
60.0	Chief Planning and Budget Officer	$54,830	$46,000	$63,700	64
61.0	Chief Development and Public Relations Officer	$60,648	$51,500	$74,916	77
62.0	Director, Personnel and Affirmative Action	$35,280	$29,897	$41,436	62
63.0	Director, Admissions and Financial Aid	$44,474	$40,000	$53,700	40
65.0	Director, Development and Alumni Affairs	$41,701	$33,852	$51,187	36
66.0	Director, Admissions and Registrar	$44,088	$40,033	$52,236	69
67.0	Dean, Architecture	$64,800	$57,000	$71,000	63
68.0	Dean, Agriculture	$67,416	$54,473	$77,888	68
69.0	Dean, Arts and Letters	$56,000	$49,248	$64,764	55
70.0	Dean, Arts and Sciences	$60,023	$51,400	$69,000	252
71.0	Dean, Business	$62,840	$54,000	$72,000	329
72.0	Dean, Communications	$60,000	$50,500	$69,058	45
73.0	Dean, Continuing Education	$50,000	$41,700	$58,644	205
74.0	Dean, Dentistry	$87,816	$79,900	$103,000	34
75.0	Dean, Education	$57,480	$49,067	$64,339	285
76.0	Dean, Engineering	$71,850	$62,400	$82,826	178
78.0	Dean, Extension	$61,008	$50,444	$70,490	43
79.0	Dean, Fine Arts	$56,301	$49,044	$63,324	101
80.0	Dean, Graduate Programs	$58,320	$50,500	$67,500	248
81.0	Dean, Health Related Professions	$60,000	$53,712	$66,000	64
82.0	Dean, Home Economics	$62,000	$50,696	$69,970	47
83.0	Dean, Humanities	$57,653	$48,709	$69,360	55
85.0	Dean, Law	$84,000	$76,920	$92,400	118
86.0	Dean, Library and Information Sciences	$54,000	$49,433	$62,000	53
88.0	Dean, Medicine	$107,568	$93,600	$135,000	57
89.0	Dean, Music	$57,900	$46,548	$66,960	54
90.0	Dean, Nursing	$57,123	$49,600	$65,482	147
91.0	Dean, Occupation Studies/Vocational Education/Technology	$54,262	$48,000	$60,252	41
92.0	Dean, Pharmacy	$69,800	$62,628	$78,931	47
94.0	Dean, Sciences	$57,577	$49,536	$70,000	95
95.0	Dean, Social Sciences	$55,000	$46,000	$69,000	55
96.0	Dean, Social Work	$64,500	$55,200	$73,000	52
98.0	Dean, Undergraduate Programs	$55,000	$43,308	$61,971	47

Table 8

PUBLIC UNIVERSITIES WITH ENROLLMENTS 4,999 OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 1 thru 4,999. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 81.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$71,500	$69,500	$84,996	5
2.0	Chief Executive Officer, Single Institution	$68,000	$62,784	$77,040	74
3.0	Executive Vice President	$54,000	$50,033	$59,727	14
4.0	Chief Academic Officer	$57,634	$51,520	$62,792	76
5.0	Chief Business Officer	$50,856	$45,200	$58,000	76
6.0	Chief Student Affairs Officer	$45,247	$40,240	$51,094	75
7.0	Chief Development Officer	$45,559	$38,700	$50,097	36
8.0	Chief Public Relations Officer	$37,000	$30,000	$41,000	33
9.0	Chief Planning Officer	$43,205	$31,190	$55,821	12
10.0	Chief Personnel/Human Resources Officer	$33,280	$28,300	$37,100	43
12.0	Chief Budgeting Officer	$35,760	$33,780	$43,200	26
13.0	General Counsel	$37,000	$34,800	$50,000	12
14.0	Registrar	$34,416	$28,400	$37,997	55
16.0	Director, Learning Resources Center	$26,959	$20,400	$40,241	22
17.0	Director, Library Services	$38,847	$35,088	$43,513	72
18.0	Director, Computer Center	$38,250	$33,000	$42,890	61
19.0	Director, Computer Center Operations/Academic	$32,000	$30,162	$39,716	13
20.0	Director, Computer Center Operations/Administrative	$33,135	$31,680	$37,016	12
21.0	Director, Educational Media Services	$30,250	$23,103	$38,250	31
22.0	Director, Institutional Research	$37,005	$31,500	$41,740	31
23.0	Director, Special and Deferred Gifts	$52,195	$44,500	$53,868	5
24.0	Administrator, Grants and Contracts	$38,944	$30,000	$45,893	23
25.0	Director, Affirmative Action/Equal Employment	$31,500	$25,824	$40,000	25
27.0	Comptroller	$36,659	$32,800	$41,184	46
28.0	Director, Accounting	$26,400	$24,000	$37,000	26
29.0	Director, Internal Audit	$31,276	$21,612	$35,934	20
30.0	Bursar	$23,300	$17,300	$27,281	22
31.0	Director, Food Services	$27,951	$24,600	$31,425	11
32.0	Chief Physical Plant/Facilities Management Officer	$38,000	$33,200	$42,348	75
33.0	Director, Student Activities	$24,000	$20,600	$30,626	44
34.0	Director, Purchasing	$25,600	$22,500	$28,000	57
35.0	Director, Bookstore	$22,100	$18,000	$26,387	48
36.0	Director, Campus Security	$26,278	$22,388	$31,324	65
37.0	Director, Information Systems	$30,558	$28,044	$40,000	11
38.0	Director, News Bureau	$25,150	$19,347	$29,000	15
39.0	Director, Auxiliary Services	$31,245	$25,752	$36,252	16
40.0	Director, Admissions	$32,076	$27,060	$34,875	49
41.0	Director, Foreign Students	$25,584	$18,540	$28,822	8
43.0	Director, Student Financial Aid	$31,000	$26,000	$33,100	71
44.0	Director, Student Placement	$27,300	$22,500	$31,374	57
45.0	Director, Student Counseling	$31,300	$28,248	$35,884	43
46.0	Director, Student Union	$28,860	$22,470	$33,391	24
47.0	Director, Student Health Services (Physician Administrator)	$33,840	$25,000	$52,548	18
48.0	Director, Student Health Services (Nurse Administrator)	$22,500	$18,618	$25,752	27
49.0	Director, Student Housing	$26,500	$22,000	$29,705	41
50.0	Director, Athletics	$39,756	$35,264	$45,400	53
51.0	Director, Athletics/Men	$41,126	$41,100	$45,545	5
52.0	Director, Athletics/Women	$33,445	$24,763	$41,100	9
53.0	Director, Campus Recreation/Intramurals	$27,400	$20,000	$31,251	21
54.0	Director, Alumni Affairs	$25,500	$22,436	$30,048	42
55.0	Director, Information Office	$25,975	$22,090	$31,736	29
56.0	Director, Community Services	$29,489	$22,000	$40,170	7
58.0	Director, Publications	$27,050	$22,500	$33,396	13
60.0	Chief Planning and Budget Officer	$43,100	$38,000	$47,643	8
61.0	Chief Development and Public Relations Officer	$42,728	$33,500	$46,200	7
62.0	Director, Personnel and Affirmative Action	$31,452	$25,992	$34,762	19
63.0	Director, Admissions and Financial Aid	$40,112	$35,000	$41,600	5
65.0	Director, Development and Alumni Affairs	$29,280	$28,176	$35,000	10
66.0	Director, Admissions and Registrar	$42,840	$37,755	$46,764	19
68.0	Dean, Agriculture	$50,484	$44,000	$54,990	8
69.0	Dean, Arts and Letters	$54,100	$48,620	$55,236	9
70.0	Dean, Arts and Sciences	$52,139	$47,812	$54,990	40
71.0	Dean, Business	$52,000	$47,400	$60,000	47
72.0	Dean, Communications	$42,697	$38,300	$50,500	7
73.0	Dean, Continuing Education	$40,977	$38,937	$49,650	28
75.0	Dean, Education	$48,698	$42,800	$54,511	50
76.0	Dean, Engineering	$53,900	$47,520	$55,000	9
78.0	Dean, Extension	$46,800	$43,217	$58,886	5
79.0	Dean, Fine Arts	$46,608	$37,500	$52,547	15
80.0	Dean, Graduate Programs	$47,200	$44,746	$56,000	26
81.0	Dean, Health Related Professions	$47,913	$38,160	$51,295	8
83.0	Dean, Humanities	$48,825	$46,333	$54,684	9
87.0	Dean, Mathematics	$44,940	$43,350	$46,875	7
90.0	Dean, Nursing	$51,400	$44,612	$55,000	20
94.0	Dean, Sciences	$48,620	$43,500	$52,165	18
95.0	Dean, Social Sciences	$46,000	$40,048	$49,375	9

Table 9

PUBLIC UNIVERSITIES WITH ENROLLMENTS 5,000-9,999 (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 81.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$73,644	$67,000	$80,250	78
3.0	Executive Vice President	$56,372	$52,272	$66,000	17
4.0	Chief Academic Officer	$63,200	$57,000	$68,500	80
5.0	Chief Business Officer	$59,500	$51,183	$65,000	79
6.0	Chief Student Affairs Officer	$52,500	$50,146	$57,000	78
7.0	Chief Development Officer	$50,300	$42,432	$56,173	52
8.0	Chief Public Relations Officer	$39,024	$33,500	$46,236	41
9.0	Chief Planning Officer	$42,079	$37,046	$53,250	18
10.0	Chief Personnel/Human Resources Officer	$36,088	$32,009	$42,527	64
12.0	Chief Budgeting Officer	$40,473	$34,680	$48,586	51
13.0	General Counsel	$42,650	$38,424	$50,842	26
14.0	Registrar	$37,200	$33,269	$43,559	62
16.0	Director, Learning Resources Center	$43,944	$35,166	$48,785	24
17.0	Director, Library Services	$45,000	$42,000	$49,300	68
18.0	Director, Computer Center	$45,500	$41,412	$50,509	66
19.0	Director, Computer Center Operations/Academic	$39,090	$35,468	$46,700	27
20.0	Director, Computer Center Operations/Administrative	$36,171	$35,000	$40,330	24
21.0	Director, Educational Media Services	$33,700	$29,130	$40,690	34
22.0	Director, Institutional Research	$38,200	$33,428	$44,000	51
23.0	Director, Special and Deferred Gifts	$37,500	$32,500	$49,500	10
24.0	Administrator, Grants and Contracts	$39,403	$32,300	$46,487	46
25.0	Director, Affirmative Action/Equal Employment	$33,000	$28,824	$38,000	48
27.0	Comptroller	$42,646	$36,575	$46,800	60
28.0	Director, Accounting	$32,736	$27,205	$37,932	44
29.0	Director, Internal Audit	$31,000	$27,276	$34,656	40
30.0	Bursar	$28,177	$23,283	$34,000	31
31.0	Director, Food Services	$32,689	$30,000	$35,046	31
32.0	Chief Physical Plant/Facilities Management Officer	$42,262	$37,956	$46,800	77
33.0	Director, Student Activities	$30,388	$24,619	$34,566	53
34.0	Director, Purchasing	$31,202	$26,528	$35,200	77
35.0	Director, Bookstore	$31,057	$25,760	$34,000	55
36.0	Director, Campus Security	$29,733	$24,680	$34,560	72
37.0	Director, Information Systems	$39,024	$34,608	$49,113	17
38.0	Director, News Bureau	$26,719	$24,500	$34,947	27
39.0	Director, Auxiliary Services	$38,173	$32,600	$43,200	44
40.0	Director, Admissions	$35,592	$32,000	$42,000	59
41.0	Director, Foreign Students	$25,094	$22,058	$33,268	26
42.0	Director, International Studies Education	$41,230	$36,389	$50,020	18
43.0	Director, Student Financial Aid	$33,530	$31,182	$37,560	77
44.0	Director, Student Placement	$33,200	$29,629	$38,694	68
45.0	Director, Student Counseling	$38,603	$35,000	$43,602	68
46.0	Director, Student Union	$31,789	$28,423	$35,537	53
47.0	Director, Student Health Services (Physician Administrator)	$58,657	$50,230	$66,312	39
48.0	Director, Student Health Services (Nurse Administrator)	$24,450	$21,768	$27,951	34
49.0	Director, Student Housing	$31,883	$26,471	$36,010	59
50.0	Director, Athletics	$44,208	$40,159	$49,715	71
51.0	Director, Athletics/Men	$40,019	$32,300	$50,217	8
52.0	Director, Athletics/Women	$29,978	$27,552	$32,314	13
53.0	Director, Campus Recreation/Intramurals	$26,791	$22,530	$30,888	49
54.0	Director, Alumni Affairs	$29,161	$25,624	$34,814	64
55.0	Director, Information Office	$32,580	$26,650	$37,020	33
56.0	Director, Community Services	$42,289	$36,500	$43,500	13
58.0	Director, Publications	$28,000	$24,792	$33,760	34
59.0	Director, Risk Management and Insurance	$31,299	$25,875	$46,833	6
60.0	Chief Planning and Budget Officer	$50,136	$45,442	$53,965	13
61.0	Chief Development and Public Relations Officer	$52,476	$47,187	$56,200	13
62.0	Director, Personnel and Affirmative Action	$36,144	$30,325	$37,500	12
63.0	Director, Admissions and Financial Aid	$37,908	$35,000	$42,045	5
64.0	Director, Housing and Food Services	$39,296	$29,892	$41,864	6
65.0	Director, Development and Alumni Affairs	$41,701	$40,625	$55,300	6
66.0	Director, Admissions and Registrar	$42,435	$39,120	$47,450	23
67.0	Dean, Architecture	$55,000	$50,196	$61,650	5
68.0	Dean, Agriculture	$54,060	$52,721	$64,000	11
69.0	Dean, Arts and Letters	$52,501	$44,628	$58,200	16
70.0	Dean, Arts and Sciences	$56,500	$50,155	$61,190	49
71.0	Dean, Business	$58,740	$52,000	$64,100	65
73.0	Dean, Continuing Education	$47,824	$42,000	$52,983	44
75.0	Dean, Education	$55,360	$48,781	$59,000	67
76.0	Dean, Engineering	$61,936	$58,500	$66,000	30
78.0	Dean, Extension	$60,592	$46,308	$63,000	7
79.0	Dean, Fine Arts	$49,938	$48,742	$56,500	18
80.0	Dean, Graduate Programs	$54,700	$49,008	$58,743	59
81.0	Dean, Health Related Professions	$56,604	$52,260	$63,779	11
82.0	Dean, Home Economics	$56,000	$44,809	$56,270	8
83.0	Dean, Humanities	$49,800	$48,540	$54,390	12
85.0	Dean, Law	$64,791	$61,000	$70,612	8
86.0	Dean, Library and Information Sciences	$49,433	$46,450	$56,201	10
88.0	Dean, Medicine	$95,450	$92,000	$107,568	6
89.0	Dean, Music	$53,845	$40,660	$57,900	5
90.0	Dean, Nursing	$53,307	$47,376	$58,500	30
91.0	Dean, Occupation Studies/Vocational Education/Technology	$49,880	$46,000	$55,008	14
92.0	Dean, Pharmacy	$52,021	$51,095	$62,000	5
94.0	Dean, Sciences	$50,329	$48,780	$55,236	21
95.0	Dean, Social Sciences	$48,780	$44,760	$56,000	8
98.0	Dean, Undergraduate Programs	$54,000	$47,016	$57,810	10

Table 10

PUBLIC UNIVERSITIES WITH ENROLLMENTS 10,000-19,999 (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 10,000 thru 19,999. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 89.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$90,000	$84,000	$100,000	13
2.0	Chief Executive Officer, Single Institution	$86,996	$77,000	$93,000	76
3.0	Executive Vice President	$74,652	$68,000	$80,004	20
4.0	Chief Academic Officer	$74,000	$67,400	$80,500	83
5.0	Chief Business Officer	$67,100	$60,500	$70,500	81
6.0	Chief Student Affairs Officer	$60,972	$56,160	$67,440	85
7.0	Chief Development Officer	$56,650	$47,700	$68,406	57
8.0	Chief Public Relations Officer	$50,144	$45,390	$58,820	44
9.0	Chief Planning Officer	$59,200	$53,000	$67,392	21
11.0	Chief Health Professions Officer	$93,900	$68,868	$105,600	13
12.0	Chief Budgeting Officer	$45,900	$39,852	$52,400	59
13.0	General Counsel	$53,400	$46,000	$59,114	40
14.0	Registrar	$41,484	$38,000	$47,100	75
16.0	Director, Learning Resources Center	$39,768	$34,850	$48,816	29
17.0	Director, Library Services	$54,072	$50,000	$60,300	76
18.0	Director, Computer Center	$53,750	$48,500	$60,000	72
19.0	Director, Computer Center Operations/Academic	$41,900	$38,950	$47,905	30
20.0	Director, Computer Center Operations/Administrative	$43,884	$40,330	$48,491	27
21.0	Director, Educational Media Services	$40,500	$34,000	$47,068	52
22.0	Director, Institutional Research	$43,872	$37,658	$48,473	60
23.0	Director, Special and Deferred Gifts	$33,205	$30,000	$41,000	17
24.0	Administrator, Grants and Contracts	$44,676	$35,340	$55,500	70
25.0	Director, Affirmative Action/Equal Employment	$37,464	$32,616	$46,125	63
27.0	Comptroller	$48,500	$43,104	$52,464	62
28.0	Director, Accounting	$37,300	$31,570	$42,790	53
29.0	Director, Internal Audit	$37,200	$32,689	$40,000	65
30.0	Bursar	$36,324	$28,998	$41,300	46
31.0	Director, Food Services	$39,200	$33,996	$41,790	39
32.0	Chief Physical Plant/Facilities Management Officer	$49,500	$46,430	$54,372	83
33.0	Director, Student Activities	$34,020	$29,650	$41,000	66
34.0	Director, Purchasing	$37,000	$32,019	$43,432	80
35.0	Director, Bookstore	$34,550	$31,080	$38,500	57
36.0	Director, Campus Security	$38,007	$33,312	$42,501	81
37.0	Director, Information Systems	$50,928	$41,316	$55,500	25
38.0	Director, News Bureau	$31,000	$28,000	$36,450	45
39.0	Director, Auxiliary Services	$44,974	$41,255	$52,074	48
40.0	Director, Admissions	$41,587	$36,971	$45,895	70
41.0	Director, Foreign Students	$28,600	$23,000	$36,258	48
42.0	Director, International Studies Education	$40,868	$30,800	$49,037	25
43.0	Director, Student Financial Aid	$38,591	$35,875	$43,920	83
44.0	Director, Student Placement	$36,850	$33,400	$41,901	74
45.0	Director, Student Counseling	$42,204	$36,460	$47,300	74
46.0	Director, Student Union	$37,413	$34,145	$41,112	60
47.0	Director, Student Health Services (Physician Administrator)	$62,220	$56,456	$74,664	61
48.0	Director, Student Health Services (Nurse Administrator)	$30,441	$27,352	$35,000	25
49.0	Director, Student Housing	$37,710	$33,190	$43,824	64
50.0	Director, Athletics	$55,926	$47,200	$62,064	68
51.0	Director, Athletics/Men	$41,000	$38,060	$48,710	16
52.0	Director, Athletics/Women	$38,060	$33,733	$41,560	32
53.0	Director, Campus Recreation/Intramurals	$34,500	$28,224	$38,232	63
54.0	Director, Alumni Affairs	$34,650	$29,540	$43,560	70
55.0	Director, Information Office	$39,620	$33,705	$47,088	38
56.0	Director, Community Services	$30,000	$26,604	$36,411	16
57.0	Administrator, Hospital Medical Center	$80,824	$69,335	$93,000	10
58.0	Director, Publications	$32,543	$29,870	$38,160	46
59.0	Director, Risk Management and Insurance	$37,166	$30,212	$39,377	20
60.0	Chief Planning and Budget Officer	$57,327	$49,186	$60,659	16
61.0	Chief Development and Public Relations Officer	$60,400	$54,830	$64,400	13
64.0	Director, Housing and Food Services	$44,295	$42,900	$51,180	10
65.0	Director, Development and Alumni Affairs	$48,000	$46,750	$53,496	9
66.0	Director, Admissions and Registrar	$46,720	$42,840	$54,000	15
67.0	Dean, Architecture	$64,800	$59,000	$68,400	21
68.0	Dean, Agriculture	$67,651	$61,800	$71,000	21
69.0	Dean, Arts and Letters	$57,000	$53,000	$61,740	12
70.0	Dean, Arts and Sciences	$66,173	$62,150	$70,320	53
71.0	Dean, Business	$65,340	$62,620	$71,199	79
72.0	Dean, Communications	$56,200	$51,500	$62,000	10
73.0	Dean, Continuing Education	$56,334	$50,244	$62,045	53
74.0	Dean, Dentistry	$85,000	$79,900	$104,000	9
75.0	Dean, Education	$62,000	$57,000	$65,247	73
76.0	Dean, Engineering	$71,822	$65,000	$79,000	55
78.0	Dean, Extension	$58,994	$50,338	$70,490	14
79.0	Dean, Fine Arts	$58,356	$52,990	$62,900	35
80.0	Dean, Graduate Programs	$60,000	$56,500	$65,832	70
81.0	Dean, Health Related Professions	$63,120	$57,240	$66,000	28
82.0	Dean, Home Economics	$60,500	$44,450	$63,804	16
83.0	Dean, Humanities	$62,000	$58,383	$64,900	12
85.0	Dean, Law	$79,800	$71,004	$88,000	24
86.0	Dean, Library and Information Sciences	$54,383	$50,195	$60,500	17
87.0	Dean, Mathematics	$59,579	$57,600	$61,600	5
88.0	Dean, Medicine	$104,352	$94,000	$132,027	15
89.0	Dean, Music	$56,800	$45,600	$62,400	13
90.0	Dean, Nursing	$62,700	$55,040	$68,162	35
91.0	Dean, Occupation Studies/Vocational Education/Technology	$59,000	$52,000	$61,920	16
92.0	Dean, Pharmacy	$65,000	$59,608	$73,000	12
94.0	Dean, Sciences	$66,000	$57,000	$72,000	29
95.0	Dean, Social Sciences	$57,200	$52,151	$69,000	17
96.0	Dean, Social Work	$63,600	$54,300	$70,000	17
97.0	Dean, Special Programs	$50,572	$49,140	$63,860	6
98.0	Dean, Undergraduate Programs	$56,340	$43,308	$61,971	15
99.0	Dean, Veterinary Medicine	$72,700	$67,008	$75,456	7

Table 11
PUBLIC UNIVERSITIES WITH ENROLLMENTS 20,000 OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 20,000 or more. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 60.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$102,000	$90,000	$117,000	33
2.0	Chief Executive Officer, Single Institution	$94,150	$91,226	$102,000	28
3.0	Executive Vice President	$83,265	$75,336	$92,444	15
4.0	Chief Academic Officer	$84,000	$76,061	$91,000	56
5.0	Chief Business Officer	$77,000	$71,500	$85,200	54
6.0	Chief Student Affairs Officer	$69,525	$64,300	$73,200	39
7.0	Chief Development Officer	$65,882	$58,000	$75,480	24
8.0	Chief Public Relations Officer	$60,000	$49,500	$70,000	32
9.0	Chief Planning Officer	$59,000	$51,000	$75,870	20
10.0	Chief Personnel/Human Resources Officer	$57,928	$48,264	$68,000	51
11.0	Chief Health Professions Officer	$93,948	$80,000	$111,000	15
12.0	Chief Budgeting Officer	$55,000	$46,600	$65,208	42
13.0	General Counsel	$64,550	$58,770	$74,000	37
14.0	Registrar	$47,133	$41,150	$55,000	38
16.0	Director, Learning Resources Center	$53,604	$45,547	$59,500	19
17.0	Director, Library Services	$65,200	$61,425	$73,000	42
18.0	Director, Computer Center	$61,936	$54,600	$71,000	31
19.0	Director, Computer Center Operations/Academic	$59,580	$52,500	$65,000	24
20.0	Director, Computer Center Operations/Administrative	$59,200	$50,400	$61,440	27
21.0	Director, Educational Media Services	$45,920	$42,000	$51,605	23
22.0	Director, Institutional Research	$45,492	$41,622	$54,584	35
23.0	Director, Special and Deferred Gifts	$40,897	$38,000	$46,899	13
24.0	Administrator, Grants and Contracts	$54,405	$45,700	$63,969	43
25.0	Director, Affirmative Action/Equal Employment	$43,040	$39,000	$52,700	47
27.0	Comptroller	$56,000	$52,500	$65,100	42
28.0	Director, Accounting	$45,768	$40,017	$51,700	40
29.0	Director, Internal Audit	$46,791	$43,500	$54,392	46
30.0	Bursar	$41,800	$36,060	$44,400	22
31.0	Director, Food Services	$45,145	$40,900	$49,875	21
32.0	Chief Physical Plant/Facilities Management Officer	$60,588	$52,356	$65,397	49
33.0	Director, Student Activities	$42,859	$31,260	$48,800	27
34.0	Director, Purchasing	$47,025	$40,833	$51,500	41
35.0	Director, Bookstore	$37,440	$33,000	$44,821	26
36.0	Director, Campus Security	$48,044	$40,710	$54,000	40
37.0	Director, Information Systems	$61,500	$48,534	$70,484	23
38.0	Director, News Bureau	$39,927	$30,000	$47,400	23
39.0	Director, Auxiliary Services	$54,495	$43,000	$61,850	23
40.0	Director, Admissions	$44,700	$41,365	$52,970	32
41.0	Director, Foreign Students	$37,100	$30,475	$42,500	30
42.0	Director, International Studies Education	$55,950	$40,900	$63,369	23
43.0	Director, Student Financial Aid	$45,768	$41,300	$50,000	41
44.0	Director, Student Placement	$41,556	$38,352	$46,750	34
45.0	Director, Student Counseling	$50,040	$43,100	$57,800	37
46.0	Director, Student Union	$44,200	$40,560	$50,000	30
47.0	Director, Student Health Services (Physician Administrator)	$72,473	$63,900	$79,300	33
48.0	Director, Student Health Services (Nurse Administrator)	$30,579	$28,061	$32,170	9
49.0	Director, Student Housing	$46,000	$43,000	$52,500	31
50.0	Director, Athletics	$73,000	$65,480	$79,200	30
51.0	Director, Athletics/Men	$58,860	$51,015	$78,100	10
52.0	Director, Athletics/Women	$45,084	$38,500	$48,700	16
53.0	Director, Campus Recreation/Intramurals	$37,955	$30,664	$47,600	31
54.0	Director, Alumni Affairs	$45,347	$38,349	$52,500	28
55.0	Director, Information Office	$46,950	$40,000	$52,686	23
56.0	Director, Community Services	$57,840	$39,960	$62,000	8
57.0	Administrator, Hospital Medical Center	$100,000	$77,200	$107,000	13
58.0	Director, Publications	$40,000	$32,376	$47,064	30
59.0	Director, Risk Management and Insurance	$44,930	$39,220	$51,324	23
60.0	Chief Planning and Budget Officer	$63,700	$58,950	$76,061	13
61.0	Chief Development and Public Relations Officer	$76,300	$66,000	$83,200	12
64.0	Director, Housing and Food Services	$56,880	$51,324	$65,000	10
66.0	Director, Admissions and Registrar	$55,032	$54,233	$58,150	9
67.0	Dean, Architecture	$63,200	$60,700	$76,000	22
68.0	Dean, Agriculture	$78,750	$71,300	$85,500	23
69.0	Dean, Arts and Letters	$80,000	$67,399	$87,806	8
70.0	Dean, Arts and Sciences	$78,750	$74,242	$84,000	26
71.0	Dean, Business	$80,234	$74,124	$85,500	38
72.0	Dean, Communications	$68,500	$66,000	$72,500	15
73.0	Dean, Continuing Education	$59,100	$53,000	$66,336	25
74.0	Dean, Dentistry	$82,715	$80,000	$89,000	9
75.0	Dean, Education	$72,000	$68,000	$78,000	37
76.0	Dean, Engineering	$84,000	$77,357	$87,806	36
78.0	Dean, Extension	$72,000	$67,500	$79,850	11
79.0	Dean, Fine Arts	$72,000	$63,324	$74,866	13
80.0	Dean, Graduate Programs	$72,000	$65,700	$82,800	34
81.0	Dean, Health Related Professions	$74,250	$64,008	$75,000	9
82.0	Dean, Home Economics	$67,608	$62,000	$74,000	18
83.0	Dean, Humanities	$76,000	$69,360	$83,500	8
85.0	Dean, Law	$90,000	$84,018	$100,000	26
86.0	Dean, Library and Information Sciences	$60,540	$50,700	$67,308	14
87.0	Dean, Mathematics	$69,960	$63,467	$85,377	7
88.0	Dean, Medicine	$96,768	$89,000	$135,000	18
89.0	Dean, Music	$69,380	$63,000	$78,000	13
90.0	Dean, Nursing	$71,000	$65,560	$80,000	19
91.0	Dean, Occupation Studies/Vocational Education/Technology	$67,062	$66,000	$73,500	5
92.0	Dean, Pharmacy	$78,000	$74,000	$79,680	19
93.0	Dean, Public Health	$85,000	$84,240	$95,700	6
94.0	Dean, Sciences	$76,680	$68,784	$83,827	12
95.0	Dean, Social Sciences	$73,882	$72,000	$85,500	7
96.0	Dean, Social Work	$68,000	$62,000	$74,500	19
99.0	Dean, Veterinary Medicine	$80,000	$74,750	$81,000	14

Table 12

PRIVATE UNIVERSITIES WITH ENROLLMENTS 4,999 OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** 1 thru 4,999. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 87.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$82,500	$60,000	$88,000	5
2.0	Chief Executive Officer, Single Institution	$80,850	$70,000	$96,554	80
3.0	Executive Vice President	$65,585	$53,000	$88,000	23
4.0	Chief Academic Officer	$59,160	$50,500	$67,000	69
5.0	Chief Business Officer	$55,000	$47,250	$65,400	75
6.0	Chief Student Affairs Officer	$43,000	$35,000	$52,500	76
7.0	Chief Development Officer	$54,065	$45,001	$60,000	58
8.0	Chief Public Relations Officer	$31,936	$27,601	$38,850	46
9.0	Chief Planning Officer	$46,000	$29,700	$52,250	16
10.0	Chief Personnel/Human Resources Officer	$32,600	$26,250	$39,868	53
12.0	Chief Budgeting Officer	$39,250	$34,500	$46,000	19
13.0	General Counsel	$52,660	$44,945	$55,110	13
14.0	Registrar	$31,469	$25,500	$36,330	80
15.0	Director, Church Relations	$33,706	$25,000	$37,000	12
16.0	Director, Learning Resources Center	$26,650	$22,537	$31,300	19
17.0	Director, Library Services	$34,980	$30,000	$43,300	77
18.0	Director, Computer Center	$39,000	$32,544	$47,750	56
19.0	Director, Computer Center Operations/Academic	$31,536	$27,000	$41,800	27
20.0	Director, Computer Center Operations/Administrative	$37,800	$30,000	$43,385	26
21.0	Director, Educational Media Services	$23,550	$19,260	$29,500	27
22.0	Director, Institutional Research	$28,900	$25,800	$44,500	15
23.0	Director, Special and Deferred Gifts	$34,000	$27,620	$42,000	38
24.0	Administrator, Grants and Contracts	$35,000	$27,620	$45,383	26
25.0	Director, Affirmative Action/Equal Employment	$31,000	$24,500	$43,000	12
26.0	Chaplain	$27,624	$24,336	$36,400	40
27.0	Comptroller	$37,000	$32,000	$45,000	75
28.0	Director, Accounting	$27,480	$23,000	$35,200	35
29.0	Director, Internal Audit	$27,127	$24,000	$39,400	15
30.0	Bursar	$27,000	$23,089	$34,680	21
31.0	Director, Food Services	$32,500	$29,400	$37,775	18
32.0	Chief Physical Plant/Facilities Management Officer	$37,650	$31,860	$45,000	77
33.0	Director, Student Activities	$22,195	$18,832	$27,702	52
34.0	Director, Purchasing	$27,300	$20,400	$32,461	53
35.0	Director, Bookstore	$22,258	$19,000	$25,500	52
36.0	Director, Campus Security	$24,000	$20,000	$30,900	67
37.0	Director, Information Systems	$40,000	$30,050	$47,200	12
38.0	Director, News Bureau	$22,750	$19,425	$27,000	32
39.0	Director, Auxiliary Services	$29,250	$25,090	$36,324	19
40.0	Director, Admissions	$35,000	$28,390	$41,850	65
41.0	Director, Foreign Students	$21,624	$19,104	$24,610	25
42.0	Director, International Studies Education	$28,350	$22,305	$39,827	7
43.0	Director, Student Financial Aid	$29,300	$24,700	$33,815	80
44.0	Director, Student Placement	$25,500	$22,518	$31,070	60
45.0	Director, Student Counseling	$30,000	$25,000	$35,320	53
46.0	Director, Student Union	$20,370	$19,750	$30,368	26
47.0	Director, Student Health Services (Physician Administrator)	$36,623	$22,987	$56,000	11
48.0	Director, Student Health Services (Nurse Administrator)	$21,031	$18,721	$24,999	44
49.0	Director, Student Housing	$24,400	$19,300	$29,000	55
50.0	Director, Athletics	$39,000	$33,500	$44,120	60
51.0	Director, Athletics/Men	$28,204	$27,384	$34,950	9
52.0	Director, Athletics/Women	$26,250	$23,628	$31,750	15
53.0	Director, Campus Recreation/Intramurals	$19,800	$18,900	$22,500	28
54.0	Director, Alumni Affairs	$27,000	$22,900	$33,825	70
55.0	Director, Information Office	$28,944	$23,566	$33,612	29
56.0	Director, Community Services	$23,000	$16,000	$31,800	8
58.0	Director, Publications	$26,425	$22,200	$31,400	34
60.0	Chief Planning and Budget Officer	$45,000	$42,000	$48,800	9
61.0	Chief Development and Public Relations Officer	$59,000	$52,500	$75,000	22
62.0	Director, Personnel and Affirmative Action	$35,280	$27,127	$39,456	15
63.0	Director, Admissions and Financial Aid	$43,000	$40,000	$53,000	16
67.0	Dean, Architecture	$54,753	$45,022	$61,364	5
69.0	Dean, Arts and Letters	$39,960	$34,515	$48,195	5
70.0	Dean, Arts and Sciences	$47,250	$41,300	$61,600	43
71.0	Dean, Business	$53,591	$46,000	$61,047	52
73.0	Dean, Continuing Education	$39,600	$30,740	$45,000	31
75.0	Dean, Education	$41,008	$38,140	$45,654	26
76.0	Dean, Engineering	$55,500	$53,000	$70,500	18
79.0	Dean, Fine Arts	$44,000	$40,327	$50,000	8
80.0	Dean, Graduate Programs	$49,000	$39,000	$58,800	28
83.0	Dean, Humanities	$38,700	$32,727	$50,000	8
85.0	Dean, Law	$80,000	$63,420	$83,000	20
89.0	Dean, Music	$44,100	$41,000	$56,667	10
90.0	Dean, Nursing	$43,000	$39,874	$50,400	22
94.0	Dean, Sciences	$46,800	$41,085	$58,500	8
95.0	Dean, Social Sciences	$31,150	$30,853	$41,136	5
98.0	Dean, Undergraduate Programs	$44,100	$40,500	$47,455	8

Table 13

PRIVATE UNIVERSITIES WITH ENROLLMENTS 5,000 OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** 5,000 or more. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 52.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$102,904	$90,500	$125,000	6
2.0	Chief Executive Officer, Single Institution	$110,000	$97,000	$142,000	38
3.0	Executive Vice President	$108,120	$79,600	$113,000	18
4.0	Chief Academic Officer	$88,400	$72,000	$100,000	42
5.0	Chief Business Officer	$78,000	$72,307	$92,500	43
6.0	Chief Student Affairs Officer	$60,000	$52,920	$68,500	46
7.0	Chief Development Officer	$70,000	$58,500	$89,000	37
8.0	Chief Public Relations Officer	$52,500	$42,000	$61,480	36
9.0	Chief Planning Officer	$70,800	$53,500	$79,752	13
10.0	Chief Personnel/Human Resources Officer	$52,816	$43,974	$62,527	38
11.0	Chief Health Professions Officer	$141,000	$107,940	$162,000	14
12.0	Chief Budgeting Officer	$50,600	$41,200	$58,000	33
13.0	General Counsel	$70,290	$58,950	$81,000	15
14.0	Registrar	$39,630	$37,500	$45,000	48
15.0	Director, Church Relations	$28,364	$19,920	$43,800	7
16.0	Director, Learning Resources Center	$35,348	$27,500	$45,378	14
17.0	Director, Library Services	$53,000	$43,485	$62,400	48
18.0	Director, Computer Center	$54,000	$50,000	$63,900	34
19.0	Director, Computer Center Operations/Academic	$47,000	$40,000	$55,000	30
20.0	Director, Computer Center Operations/Administrative	$46,200	$40,500	$60,000	27
21.0	Director, Educational Media Services	$32,500	$29,780	$36,924	31
22.0	Director, Institutional Research	$40,900	$33,204	$52,630	31
23.0	Director, Special and Deferred Gifts	$39,636	$35,000	$51,000	25
24.0	Administrator, Grants and Contracts	$42,435	$34,700	$53,000	39
25.0	Director, Affirmative Action/Equal Employment	$39,029	$36,750	$54,369	22
26.0	Chaplain	$35,102	$26,500	$43,500	24
27.0	Comptroller	$56,196	$47,200	$66,096	47
28.0	Director, Accounting	$41,300	$34,599	$48,000	38
29.0	Director, Internal Audit	$40,060	$34,000	$49,500	37
30.0	Bursar	$35,952	$31,000	$48,150	32
31.0	Director, Food Services	$47,995	$38,326	$52,605	19
32.0	Chief Physical Plant/Facilities Management Officer	$53,014	$49,450	$59,500	50
33.0	Director, Student Activities	$29,798	$23,500	$35,388	32
34.0	Director, Purchasing	$38,210	$34,773	$45,500	43
35.0	Director, Bookstore	$38,724	$35,100	$43,650	33
36.0	Director, Campus Security	$37,570	$32,550	$44,525	50
37.0	Director, Information Systems	$53,000	$48,000	$70,000	22
38.0	Director, News Bureau	$32,500	$27,500	$38,500	24
39.0	Director, Auxiliary Services	$54,000	$41,200	$58,500	20
40.0	Director, Admissions	$44,631	$40,000	$52,152	42
41.0	Director, Foreign Students	$31,250	$23,948	$37,100	27
42.0	Director, International Studies Education	$34,667	$29,760	$52,500	12
43.0	Director, Student Financial Aid	$40,000	$34,937	$46,800	46
44.0	Director, Student Placement	$33,165	$28,620	$37,960	44
45.0	Director, Student Counseling	$41,163	$35,100	$44,000	37
46.0	Director, Student Union	$31,400	$26,000	$40,978	24
47.0	Director, Student Health Services (Physician Administrator)	$72,801	$55,120	$80,030	27
48.0	Director, Student Health Services (Nurse Administrator)	$29,000	$25,000	$30,160	23
49.0	Director, Student Housing	$34,800	$27,500	$43,603	36
50.0	Director, Athletics	$53,275	$43,100	$68,800	44
51.0	Director, Athletics/Men	$44,500	$41,067	$53,000	5
52.0	Director, Athletics/Women	$33,000	$27,133	$36,144	15
53.0	Director, Campus Recreation/Intramurals	$32,750	$24,612	$36,040	30
54.0	Director, Alumni Affairs	$39,000	$31,500	$51,800	41
55.0	Director, Information Office	$36,833	$27,000	$40,788	20
56.0	Director, Community Services	$48,100	$37,750	$58,600	9
57.0	Administrator, Hospital Medical Center	$100,000	$83,150	$127,000	8
58.0	Director, Publications	$34,725	$26,300	$45,010	25
59.0	Director, Risk Management and Insurance	$45,000	$30,500	$51,000	21
61.0	Chief Development and Public Relations Officer	$80,000	$67,500	$95,000	9
62.0	Director, Personnel and Affirmative Action	$41,610	$36,829	$55,851	10
63.0	Director, Admissions and Financial Aid	$57,000	$44,474	$60,000	10
64.0	Director, Housing and Food Services	$43,150	$40,993	$45,500	5
67.0	Dean, Architecture	$71,000	$66,500	$81,000	8
69.0	Dean, Arts and Letters	$62,521	$57,240	$73,600	5
70.0	Dean, Arts and Sciences	$65,000	$57,349	$77,700	40
71.0	Dean, Business	$74,000	$62,205	$88,315	45
72.0	Dean, Communications	$60,000	$43,700	$85,000	8
73.0	Dean, Continuing Education	$58,644	$46,305	$66,000	23
74.0	Dean, Dentistry	$91,000	$88,000	$104,000	11
75.0	Dean, Education	$58,600	$53,250	$69,500	29
76.0	Dean, Engineering	$85,000	$72,100	$90,000	29
79.0	Dean, Fine Arts	$65,000	$59,200	$71,750	11
80.0	Dean, Graduate Programs	$62,727	$54,000	$79,000	28
81.0	Dean, Health Related Professions	$63,000	$60,000	$87,000	5
85.0	Dean, Law	$90,000	$80,000	$105,000	37
86.0	Dean, Library and Information Sciences	$54,000	$49,615	$73,000	8
88.0	Dean, Medicine	$141,000	$127,000	$160,000	13
89.0	Dean, Music	$60,000	$55,000	$69,445	9
90.0	Dean, Nursing	$63,600	$59,500	$72,600	21
94.0	Dean, Sciences	$65,010	$55,000	$80,000	6
95.0	Dean, Social Sciences	$56,778	$52,800	$80,000	7
96.0	Dean, Social Work	$71,000	$62,800	$79,000	11
98.0	Dean, Undergraduate Programs	$54,000	$43,680	$66,000	7

Table 14
ALL 4-YEAR COLLEGES (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 516.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$40,000	$30,000	$65,000	6
2.0	Chief Executive Officer, Single Institution	$65,000	$54,075	$76,000	492
3.0	Executive Vice President	$48,100	$41,843	$60,000	84
4.0	Chief Academic Officer	$48,300	$38,500	$57,750	485
5.0	Chief Business Officer	$45,500	$36,590	$56,500	490
6.0	Chief Student Affairs Officer	$36,510	$29,713	$45,000	474
7.0	Chief Development Officer	$41,000	$33,310	$50,600	367
8.0	Chief Public Relations Officer	$28,554	$22,000	$35,500	281
9.0	Chief Planning Officer	$38,100	$30,888	$46,123	63
10.0	Chief Personnel/Human Resources Officer	$30,000	$22,682	$38,268	184
11.0	Chief Health Professions Officer	$30,588	$16,500	$36,927	16
12.0	Chief Budgeting Officer	$37,500	$30,933	$43,200	86
13.0	General Counsel	$38,610	$31,900	$57,778	17
14.0	Registrar	$27,323	$22,000	$32,750	469
15.0	Director, Church Relations	$25,524	$20,401	$30,675	61
16.0	Director, Learning Resources Center	$24,898	$20,000	$30,030	154
17.0	Director, Library Services	$30,350	$24,592	$37,700	453
18.0	Director, Computer Center	$32,111	$26,000	$39,500	300
19.0	Director, Computer Center Operations/Academic	$30,000	$26,000	$36,933	116
20.0	Director, Computer Center Operations/Administrative	$29,604	$23,500	$36,400	112
21.0	Director, Educational Media Services	$23,325	$18,550	$28,970	171
22.0	Director, Institutional Research	$29,703	$22,400	$37,000	121
23.0	Director, Special and Deferred Gifts	$30,530	$25,100	$36,750	122
24.0	Administrator, Grants and Contracts	$29,700	$22,703	$35,503	84
25.0	Director, Affirmative Action/Equal Employment	$33,881	$28,800	$39,800	36
26.0	Chaplain	$24,036	$18,500	$30,000	200
27.0	Comptroller	$31,720	$26,000	$40,436	278
28.0	Director, Accounting	$24,996	$19,440	$30,783	175
29.0	Director, Internal Audit	$28,100	$21,594	$31,000	37
30.0	Bursar	$23,540	$18,900	$28,600	111
31.0	Director, Food Services	$26,600	$21,000	$33,852	127
32.0	Chief Physical Plant/Facilities Management Officer	$31,400	$25,500	$38,670	412
33.0	Director, Student Activities	$20,600	$17,200	$25,970	268
34.0	Director, Purchasing	$25,120	$20,450	$30,972	185
35.0	Director, Bookstore	$18,300	$13,886	$23,162	335
36.0	Director, Campus Security	$23,376	$17,976	$28,152	269
37.0	Director, Information Systems	$35,000	$24,675	$42,000	45
38.0	Director, News Bureau	$21,575	$17,660	$26,871	81
39.0	Director, Auxiliary Services	$30,533	$26,250	$35,800	81
40.0	Director, Admissions	$32,025	$25,550	$38,100	417
41.0	Director, Foreign Students	$22,428	$18,000	$28,350	57
42.0	Director, International Studies Education	$27,139	$22,260	$36,650	37
43.0	Director, Student Financial Aid	$25,570	$20,500	$30,896	457
44.0	Director, Student Placement	$23,712	$20,000	$29,143	342
45.0	Director, Student Counseling	$27,900	$21,101	$34,000	279
46.0	Director, Student Union	$25,000	$19,500	$33,000	97
47.0	Director, Student Health Services (Physician Administrator)	$40,086	$21,100	$60,914	75
48.0	Director, Student Health Services (Nurse Administrator)	$19,972	$16,269	$23,648	251
49.0	Director, Student Housing	$21,761	$17,706	$26,496	280
50.0	Director, Athletics	$32,760	$25,510	$40,000	355
51.0	Director, Athletics/Men	$30,705	$18,232	$36,667	18
52.0	Director, Athletics/Women	$26,271	$21,820	$32,200	50
53.0	Director, Campus Recreation/Intramurals	$20,491	$16,576	$27,150	104
54.0	Director, Alumni Affairs	$22,500	$18,545	$28,119	345
55.0	Director, Information Office	$24,500	$19,575	$29,000	123
56.0	Director, Community Services	$24,000	$19,000	$30,588	45
58.0	Director, Publications	$24,200	$19,500	$27,321	132
60.0	Chief Planning and Budget Officer	$40,352	$30,000	$48,304	15
61.0	Chief Development and Public Relations Officer	$42,370	$33,965	$52,000	61
62.0	Director, Personnel and Affirmative Action	$28,620	$23,000	$35,072	76
63.0	Director, Admissions and Financial Aid	$36,000	$27,500	$42,865	63
64.0	Director, Housing and Food Services	$35,000	$21,018	$38,950	7
65.0	Director, Development and Alumni Affairs	$34,430	$27,195	$40,000	29
66.0	Director, Admissions and Registrar	$32,436	$28,242	$36,000	20
67.0	Dean, Architecture	$49,952	$43,267	$51,325	5
69.0	Dean, Arts and Letters	$42,800	$38,382	$48,000	26
70.0	Dean, Arts and Sciences	$48,000	$43,153	$57,280	75
71.0	Dean, Business	$45,835	$32,500	$54,328	127
72.0	Dean, Communications	$39,768	$32,300	$47,600	15
73.0	Dean, Continuing Education	$35,500	$28,693	$43,944	143
75.0	Dean, Education	$42,000	$29,865	$49,000	98
76.0	Dean, Engineering	$53,822	$49,067	$62,000	17
78.0	Dean, Extension	$36,782	$35,000	$40,000	9
79.0	Dean, Fine Arts	$39,022	$31,754	$45,768	50
80.0	Dean, Graduate Programs	$43,008	$35,000	$50,000	74
81.0	Dean, Health Related Professions	$43,935	$30,544	$55,390	22
82.0	Dean, Home Economics	$35,070	$35,040	$43,151	6
83.0	Dean, Humanities	$33,510	$26,900	$42,000	58
84.0	Dean, Instruction	$33,775	$30,000	$49,000	6
85.0	Dean, Law	$67,200	$39,000	$79,750	12
86.0	Dean, Library and Information Sciences	$31,258	$27,092	$41,891	7
87.0	Dean, Mathematics	$34,398	$25,190	$40,892	27
89.0	Dean, Music	$40,400	$28,000	$49,184	22
90.0	Dean, Nursing	$37,664	$31,847	$46,087	66
91.0	Dean, Occupation Studies/Vocational Education/Technology	$45,500	$40,950	$50,304	19
92.0	Dean, Pharmacy	$60,500	$55,320	$64,600	5
94.0	Dean, Sciences	$36,667	$28,852	$47,670	79
95.0	Dean, Social Sciences	$34,645	$28,728	$43,264	61
96.0	Dean, Social Work	$40,000	$31,567	$54,485	12
97.0	Dean, Special Programs	$32,600	$29,280	$40,112	29
98.0	Dean, Undergraduate Programs	$41,500	$34,000	$51,650	27

Table 15
PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 4,999 OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 1 thru 4,999. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 85.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$65,040	$57,783	$71,508	84
3.0	Executive Vice President	$52,250	$42,024	$55,535	13
4.0	Chief Academic Officer	$54,343	$47,250	$60,700	82
5.0	Chief Business Officer	$50,306	$42,150	$57,000	83
6.0	Chief Student Affairs Officer	$44,023	$36,500	$50,196	79
7.0	Chief Development Officer	$42,000	$33,900	$47,000	33
8.0	Chief Public Relations Officer	$31,500	$26,500	$37,245	45
9.0	Chief Planning Officer	$43,419	$36,060	$64,050	11
10.0	Chief Personnel/Human Resources Officer	$29,421	$24,684	$38,300	36
11.0	Chief Health Professions Officer	$30,588	$24,000	$54,691	6
12.0	Chief Budgeting Officer	$31,883	$27,826	$41,725	28
14.0	Registrar	$32,010	$28,704	$37,002	70
16.0	Director, Learning Resources Center	$29,364	$25,548	$36,252	33
17.0	Director, Library Services	$36,756	$29,521	$42,000	71
18.0	Director, Computer Center	$37,990	$30,756	$42,693	63
19.0	Director, Computer Center Operations/Academic	$27,848	$26,400	$31,644	18
20.0	Director, Computer Center Operations/Administrative	$31,254	$24,000	$39,087	19
21.0	Director, Educational Media Services	$28,104	$23,688	$34,875	41
22.0	Director, Institutional Research	$34,020	$29,076	$40,800	30
24.0	Administrator, Grants and Contracts	$30,281	$23,979	$35,503	17
25.0	Director, Affirmative Action/Equal Employment	$37,941	$32,500	$44,429	11
27.0	Comptroller	$34,000	$29,300	$43,303	32
28.0	Director, Accounting	$29,223	$23,000	$34,656	39
29.0	Director, Internal Audit	$23,890	$21,260	$31,000	14
30.0	Bursar	$22,122	$18,360	$25,083	24
31.0	Director, Food Services	$23,431	$20,019	$33,667	14
32.0	Chief Physical Plant/Facilities Management Officer	$33,044	$30,800	$39,800	74
33.0	Director, Student Activities	$24,500	$21,204	$28,428	46
34.0	Director, Purchasing	$25,219	$21,662	$30,210	58
35.0	Director, Bookstore	$22,470	$17,863	$25,080	58
36.0	Director, Campus Security	$25,347	$20,856	$31,265	51
37.0	Director, Information Systems	$35,850	$26,515	$61,571	7
38.0	Director, News Bureau	$22,056	$20,664	$25,200	5
39.0	Director, Auxiliary Services	$30,425	$28,980	$33,495	22
40.0	Director, Admissions	$32,700	$28,861	$36,500	60
43.0	Director, Student Financial Aid	$29,215	$25,646	$31,076	77
44.0	Director, Student Placement	$29,242	$24,747	$33,947	55
45.0	Director, Student Counseling	$31,100	$27,861	$34,500	53
46.0	Director, Student Union	$27,219	$24,037	$33,000	29
47.0	Director, Student Health Services (Physician Administrator)	$54,691	$38,136	$61,072	13
48.0	Director, Student Health Services (Nurse Administrator)	$21,214	$17,373	$24,602	35
49.0	Director, Student Housing	$27,900	$23,000	$31,020	42
50.0	Director, Athletics	$37,675	$33,190	$41,800	69
52.0	Director, Athletics/Women	$28,716	$27,852	$30,492	5
53.0	Director, Campus Recreation/Intramurals	$22,667	$19,800	$31,096	22
54.0	Director, Alumni Affairs	$23,631	$20,000	$30,000	30
55.0	Director, Information Office	$25,514	$22,465	$28,825	22
56.0	Director, Community Services	$30,588	$27,129	$35,204	11
58.0	Director, Publications	$25,000	$21,852	$27,204	12
61.0	Chief Development and Public Relations Officer	$48,016	$43,000	$51,151	5
62.0	Director, Personnel and Affirmative Action	$29,897	$27,292	$37,679	28
65.0	Director, Development and Alumni Affairs	$37,950	$34,000	$41,183	9
66.0	Director, Admissions and Registrar	$32,436	$29,508	$34,164	13
69.0	Dean, Arts and Letters	$44,000	$40,696	$47,957	15
70.0	Dean, Arts and Sciences	$50,000	$45,900	$55,728	27
71.0	Dean, Business	$47,880	$40,000	$52,500	41
73.0	Dean, Continuing Education	$39,630	$30,450	$47,020	36
75.0	Dean, Education	$45,321	$39,252	$49,000	44
76.0	Dean, Engineering	$52,200	$43,746	$56,292	9
79.0	Dean, Fine Arts	$45,119	$40,011	$45,831	13
80.0	Dean, Graduate Programs	$46,170	$40,330	$48,769	16
81.0	Dean, Health Related Professions	$43,935	$36,079	$55,390	10
83.0	Dean, Humanities	$38,956	$32,928	$42,000	13
87.0	Dean, Mathematics	$40,500	$25,416	$42,000	11
90.0	Dean, Nursing	$45,900	$39,712	$47,200	15
91.0	Dean, Occupation Studies/Vocational Education/Technology	$42,428	$40,950	$47,002	10
94.0	Dean, Sciences	$43,000	$37,600	$48,600	25
95.0	Dean, Social Sciences	$38,000	$32,360	$43,427	18
97.0	Dean, Special Programs	$35,225	$29,280	$45,119	8
98.0	Dean, Undergraduate Programs	$48,500	$48,328	$51,650	6

Table 16

PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 5,000 OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 or more. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 20.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$75,048	$73,000	$77,070	19
4.0	Chief Academic Officer	$62,020	$58,237	$66,732	20
5.0	Chief Business Officer	$60,900	$57,685	$65,062	20
6.0	Chief Student Affairs Officer	$52,350	$48,500	$58,754	20
7.0	Chief Development Officer	$50,138	$48,347	$65,000	7
8.0	Chief Public Relations Officer	$48,990	$39,375	$49,549	5
10.0	Chief Personnel/Human Resources Officer	$45,456	$40,000	$47,700	17
12.0	Chief Budgeting Officer	$43,309	$38,936	$50,748	13
14.0	Registrar	$39,300	$34,750	$45,472	19
16.0	Director, Learning Resources Center	$35,172	$30,923	$38,715	8
17.0	Director, Library Services	$49,580	$45,000	$52,638	17
18.0	Director, Computer Center	$45,355	$42,112	$47,990	15
21.0	Director, Educational Media Services	$38,258	$31,310	$42,924	11
22.0	Director, Institutional Research	$35,233	$33,132	$47,751	10
24.0	Administrator, Grants and Contracts	$39,866	$37,824	$46,507	9
25.0	Director, Affirmative Action/Equal Employment	$38,215	$29,880	$41,248	11
27.0	Comptroller	$47,000	$44,832	$50,139	10
28.0	Director, Accounting	$38,484	$32,900	$42,684	11
29.0	Director, Internal Audit	$30,960	$30,660	$37,200	6
30.0	Bursar	$36,476	$25,618	$37,800	9
31.0	Director, Food Services	$32,190	$26,304	$34,344	6
32.0	Chief Physical Plant/Facilities Management Officer	$43,848	$39,060	$46,920	16
33.0	Director, Student Activities	$27,200	$17,819	$32,839	12
34.0	Director, Purchasing	$30,900	$27,869	$36,716	15
35.0	Director, Bookstore	$28,100	$22,459	$32,861	9
36.0	Director, Campus Security	$33,310	$28,300	$37,008	16
37.0	Director, Information Systems	$44,662	$30,000	$45,472	5
38.0	Director, News Bureau	$28,914	$28,045	$30,660	6
39.0	Director, Auxiliary Services	$38,496	$35,300	$40,008	8
40.0	Director, Admissions	$38,782	$35,000	$42,120	18
41.0	Director, Foreign Students	$33,509	$32,472	$39,060	6
43.0	Director, Student Financial Aid	$34,892	$28,750	$40,500	20
44.0	Director, Student Placement	$34,600	$27,200	$41,258	17
45.0	Director, Student Counseling	$39,893	$35,620	$44,954	19
46.0	Director, Student Union	$37,296	$35,000	$40,000	13
47.0	Director, Student Health Services (Physician Administrator)	$57,228	$51,600	$69,120	9
48.0	Director, Student Health Services (Nurse Administrator)	$29,266	$22,116	$33,041	8
49.0	Director, Student Housing	$30,000	$26,289	$38,469	13
50.0	Director, Athletics	$47,750	$43,726	$49,000	17
53.0	Director, Campus Recreation/Intramurals	$28,739	$23,069	$32,066	12
54.0	Director, Alumni Affairs	$28,775	$28,101	$34,739	11
58.0	Director, Publications	$28,856	$23,500	$36,075	11
61.0	Chief Development and Public Relations Officer	$52,775	$48,600	$59,850	7
70.0	Dean, Arts and Sciences	$55,560	$53,424	$60,144	10
71.0	Dean, Business	$56,647	$53,532	$58,700	16
73.0	Dean, Continuing Education	$46,541	$39,600	$53,280	14
75.0	Dean, Education	$54,328	$47,225	$56,376	12
79.0	Dean, Fine Arts	$51,468	$45,629	$54,252	7
80.0	Dean, Graduate Programs	$47,525	$46,564	$64,596	9
90.0	Dean, Nursing	$51,048	$50,835	$62,400	5
91.0	Dean, Occupation Studies/Vocational Education/Technology	$52,800	$50,304	$56,500	6
94.0	Dean, Sciences	$50,835	$47,670	$58,475	5
95.0	Dean, Social Sciences	$53,886	$49,000	$54,252	6

Table 17
PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 999 OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: 1 thru 999. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 200.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$54,075	$43,890	$64,000	190
3.0	Executive Vice President	$43,680	$35,895	$52,800	30
4.0	Chief Academic Officer	$38,000	$31,145	$43,680	181
5.0	Chief Business Officer	$36,650	$30,880	$43,270	186
6.0	Chief Student Affairs Officer	$28,665	$24,790	$33,630	178
7.0	Chief Development Officer	$34,000	$30,000	$40,500	153
8.0	Chief Public Relations Officer	$22,440	$18,000	$29,000	103
9.0	Chief Planning Officer	$32,076	$23,015	$40,000	17
10.0	Chief Personnel/Human Resources Officer	$22,682	$17,450	$25,626	25
12.0	Chief Budgeting Officer	$32,877	$26,000	$37,000	9
13.0	General Counsel	$31,000	$28,183	$40,300	5
14.0	Registrar	$22,440	$18,571	$26,181	177
15.0	Director, Church Relations	$25,000	$19,500	$29,000	23
16.0	Director, Learning Resources Center	$20,008	$17,523	$25,000	58
17.0	Director, Library Services	$24,079	$21,333	$28,075	177
18.0	Director, Computer Center	$25,217	$20,225	$29,600	98
19.0	Director, Computer Center Operations/Academic	$26,832	$22,790	$32,400	22
20.0	Director, Computer Center Operations/Administrative	$23,000	$19,570	$29,000	33
21.0	Director, Educational Media Services	$18,500	$15,107	$21,840	51
22.0	Director, Institutional Research	$22,400	$18,900	$29,574	31
23.0	Director, Special and Deferred Gifts	$25,680	$21,650	$31,200	39
24.0	Administrator, Grants and Contracts	$22,050	$17,000	$31,000	15
26.0	Chaplain	$20,500	$17,000	$25,500	85
27.0	Comptroller	$25,662	$22,000	$29,000	89
28.0	Director, Accounting	$19,500	$17,000	$23,450	51
30.0	Bursar	$18,900	$13,900	$22,400	27
31.0	Director, Food Services	$22,300	$19,000	$27,271	50
32.0	Chief Physical Plant/Facilities Management Officer	$24,995	$20,000	$30,000	142
33.0	Director, Student Activities	$18,341	$15,000	$20,640	75
34.0	Director, Purchasing	$18,742	$15,300	$24,000	31
35.0	Director, Bookstore	$14,400	$12,012	$17,500	131
36.0	Director, Campus Security	$18,300	$14,463	$21,775	55
37.0	Director, Information Systems	$20,000	$15,900	$24,675	10
38.0	Director, News Bureau	$18,648	$16,400	$24,600	21
39.0	Director, Auxiliary Services	$22,932	$21,320	$30,000	14
40.0	Director, Admissions	$26,000	$22,000	$32,450	157
41.0	Director, Foreign Students	$19,500	$15,000	$22,040	15
42.0	Director, International Studies Education	$18,720	$17,060	$31,000	7
43.0	Director, Student Financial Aid	$20,350	$17,472	$23,650	167
44.0	Director, Student Placement	$19,560	$16,810	$22,550	95
45.0	Director, Student Counseling	$20,000	$17,335	$25,600	67
46.0	Director, Student Union	$18,411	$15,000	$21,333	13
47.0	Director, Student Health Services (Physician Administrator)	$19,200	$13,242	$26,500	16
48.0	Director, Student Health Services (Nurse Administrator)	$16,941	$12,764	$20,060	78
49.0	Director, Student Housing	$17,782	$15,000	$20,300	71
50.0	Director, Athletics	$25,333	$21,000	$30,350	109
52.0	Director, Athletics/Women	$25,456	$21,480	$33,777	18
53.0	Director, Campus Recreation/Intramurals	$16,488	$12,000	$19,333	19
54.0	Director, Alumni Affairs	$19,380	$16,800	$22,667	133
55.0	Director, Information Office	$20,000	$16,480	$24,000	37
56.0	Director, Community Services	$18,900	$15,000	$24,025	16
58.0	Director, Publications	$20,280	$16,060	$24,650	41
60.0	Chief Planning and Budget Officer	$30,000	$30,000	$37,715	5
61.0	Chief Development and Public Relations Officer	$36,160	$30,985	$39,400	21
62.0	Director, Personnel and Affirmative Action	$21,000	$17,000	$25,170	11
63.0	Director, Admissions and Financial Aid	$27,500	$22,776	$34,650	24
65.0	Director, Development and Alumni Affairs	$23,440	$22,850	$27,195	7
70.0	Dean, Arts and Sciences	$32,000	$24,000	$33,075	9
71.0	Dean, Business	$30,000	$27,138	$36,500	25
73.0	Dean, Continuing Education	$27,690	$21,000	$33,760	35
75.0	Dean, Education	$27,375	$24,840	$33,079	23
79.0	Dean, Fine Arts	$30,208	$29,000	$38,396	13
80.0	Dean, Graduate Programs	$34,564	$26,480	$38,000	13
83.0	Dean, Humanities	$28,800	$25,500	$33,600	25
87.0	Dean, Mathematics	$30,257	$23,913	$34,398	6
89.0	Dean, Music	$26,300	$23,459	$38,775	7
90.0	Dean, Nursing	$33,000	$28,258	$37,500	19
94.0	Dean, Sciences	$29,543	$26,500	$34,493	23
95.0	Dean, Social Sciences	$31,200	$25,645	$34,560	17
97.0	Dean, Special Programs	$30,000	$23,513	$33,384	8
98.0	Dean, Undergraduate Programs	$30,984	$29,000	$35,502	6

Table 18

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 1,000 OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** 1,000 or more. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 208.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$75,000	$61,500	$86,757	196
3.0	Executive Vice President	$54,000	$45,000	$64,400	39
4.0	Chief Academic Officer	$52,000	$45,500	$62,450	200
5.0	Chief Business Officer	$50,800	$44,000	$62,000	198
6.0	Chief Student Affairs Officer	$40,300	$34,500	$46,949	194
7.0	Chief Development Officer	$47,363	$39,250	$56,100	172
8.0	Chief Public Relations Officer	$31,280	$25,450	$38,109	126
9.0	Chief Planning Officer	$38,100	$32,000	$50,000	32
10.0	Chief Personnel/Human Resources Officer	$31,200	$24,000	$36,600	104
11.0	Chief Health Professions Officer	$33,000	$16,500	$51,771	7
12.0	Chief Budgeting Officer	$38,600	$32,323	$43,175	36
13.0	General Counsel	$49,135	$36,500	$64,000	7
14.0	Registrar	$29,614	$25,500	$34,494	200
15.0	Director, Church Relations	$25,524	$20,500	$33,500	38
16.0	Director, Learning Resources Center	$25,059	$22,000	$28,852	55
17.0	Director, Library Services	$33,075	$28,758	$39,750	185
18.0	Director, Computer Center	$35,000	$29,000	$42,575	121
19.0	Director, Computer Center Operations/Academic	$32,000	$26,250	$37,650	72
20.0	Director, Computer Center Operations/Administrative	$31,800	$25,700	$37,800	57
21.0	Director, Educational Media Services	$23,325	$19,957	$27,010	68
22.0	Director, Institutional Research	$29,400	$24,500	$36,000	49
23.0	Director, Special and Deferred Gifts	$32,585	$26,939	$37,600	79
24.0	Administrator, Grants and Contracts	$29,328	$23,710	$34,000	43
25.0	Director, Affirmative Action/Equal Employment	$30,000	$26,850	$32,000	10
26.0	Chaplain	$26,528	$21,065	$32,150	113
27.0	Comptroller	$34,699	$28,090	$42,400	146
28.0	Director, Accounting	$25,800	$21,500	$30,160	73
29.0	Director, Internal Audit	$26,866	$19,500	$30,320	17
30.0	Bursar	$24,548	$21,925	$29,800	90
31.0	Director, Food Services	$30,600	$25,000	$37,300	56
32.0	Chief Physical Plant/Facilities Management Officer	$34,300	$29,000	$41,400	178
33.0	Director, Student Activities	$21,200	$18,000	$26,259	134
34.0	Director, Purchasing	$25,500	$21,350	$31,500	81
35.0	Director, Bookstore	$19,960	$15,600	$24,188	135
36.0	Director, Campus Security	$23,500	$18,000	$27,700	146
37.0	Director, Information Systems	$37,115	$26,005	$42,650	23
38.0	Director, News Bureau	$21,575	$18,598	$25,800	49
39.0	Director, Auxiliary Services	$31,400	$27,640	$38,300	36
40.0	Director, Admissions	$35,140	$30,000	$42,071	180
41.0	Director, Foreign Students	$22,428	$18,794	$27,350	33
42.0	Director, International Studies Education	$27,600	$22,260	$36,650	23
43.0	Director, Student Financial Aid	$27,700	$23,150	$33,800	191
44.0	Director, Student Placement	$25,000	$21,200	$28,620	173
45.0	Director, Student Counseling	$28,000	$23,260	$34,620	138
46.0	Director, Student Union	$21,521	$19,084	$28,610	41
47.0	Director, Student Health Services (Physician Administrator)	$47,000	$21,100	$62,000	37
48.0	Director, Student Health Services (Nurse Administrator)	$21,000	$18,000	$25,200	129
49.0	Director, Student Housing	$22,094	$18,442	$26,000	152
50.0	Director, Athletics	$34,350	$29,750	$40,800	157
51.0	Director, Athletics/Men	$32,287	$22,600	$36,667	11
52.0	Director, Athletics/Women	$26,271	$21,600	$32,140	25
53.0	Director, Campus Recreation/Intramurals	$19,260	$16,500	$25,680	51
54.0	Director, Alumni Affairs	$24,675	$20,032	$30,000	170
55.0	Director, Information Office	$25,805	$20,000	$30,000	60
56.0	Director, Community Services	$23,000	$21,000	$30,000	17
58.0	Director, Publications	$25,200	$20,895	$27,300	68
61.0	Chief Development and Public Relations Officer	$48,900	$36,000	$54,000	28
62.0	Director, Personnel and Affirmative Action	$28,500	$23,000	$33,100	35
63.0	Director, Admissions and Financial Aid	$38,955	$32,475	$48,000	35
65.0	Director, Development and Alumni Affairs	$39,590	$32,500	$45,383	9
69.0	Dean, Arts and Letters	$41,513	$33,805	$56,000	6
70.0	Dean, Arts and Sciences	$46,500	$43,153	$58,850	28
71.0	Dean, Business	$45,263	$34,177	$56,000	45
72.0	Dean, Communications	$34,100	$32,300	$47,600	8
73.0	Dean, Continuing Education	$36,500	$32,200	$43,422	57
75.0	Dean, Education	$34,880	$29,865	$41,580	19
76.0	Dean, Engineering	$62,000	$49,067	$65,200	5
79.0	Dean, Fine Arts	$36,455	$31,754	$41,700	17
80.0	Dean, Graduate Programs	$42,092	$34,300	$50,153	36
81.0	Dean, Health Related Professions	$48,500	$30,667	$53,060	5
83.0	Dean, Humanities	$35,154	$28,368	$44,100	16
85.0	Dean, Law	$43,860	$39,000	$79,750	8
87.0	Dean, Mathematics	$32,667	$30,400	$39,260	9
89.0	Dean, Music	$41,430	$31,263	$47,700	11
90.0	Dean, Nursing	$38,970	$32,016	$45,850	27
94.0	Dean, Sciences	$36,451	$28,674	$47,900	26
95.0	Dean, Social Sciences	$32,601	$29,831	$39,600	20
97.0	Dean, Special Programs	$30,000	$26,249	$37,000	12
98.0	Dean, Undergraduate Programs	$41,500	$38,000	$54,600	13

Table 19
ALL 2-YEAR COLLEGES (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 480.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$67,691	$56,000	$80,250	54
2.0	Chief Executive Officer, Single Institution	$59,500	$52,937	$66,191	417
3.0	Executive Vice President	$52,153	$43,000	$59,076	73
4.0	Chief Academic Officer	$46,632	$41,185	$52,875	433
5.0	Chief Business Officer	$44,064	$37,685	$50,705	435
6.0	Chief Student Affairs Officer	$42,770	$36,552	$49,092	387
7.0	Chief Development Officer	$37,301	$30,252	$44,538	122
8.0	Chief Public Relations Officer	$30,432	$23,769	$38,214	185
9.0	Chief Planning Officer	$44,910	$37,050	$50,621	61
10.0	Chief Personnel/Human Resources Officer	$38,125	$30,337	$47,472	139
11.0	Chief Health Professions Officer	$41,600	$31,594	$46,085	26
12.0	Chief Budgeting Officer	$40,200	$32,860	$47,507	72
13.0	General Counsel	$47,403	$33,800	$55,915	15
14.0	Registrar	$30,301	$23,100	$37,922	258
16.0	Director, Learning Resources Center	$35,400	$29,375	$41,931	237
17.0	Director, Library Services	$32,804	$26,063	$38,000	249
18.0	Director, Computer Center	$35,892	$30,000	$42,535	221
19.0	Director, Computer Center Operations/Academic	$34,300	$28,314	$39,300	33
20.0	Director, Computer Center Operations/Administrative	$31,255	$24,276	$39,031	42
21.0	Director, Educational Media Services	$30,170	$24,221	$36,589	114
22.0	Director, Institutional Research	$33,824	$26,750	$39,500	142
23.0	Director, Special and Deferred Gifts	$31,800	$25,622	$40,000	12
24.0	Administrator, Grants and Contracts	$32,170	$28,005	$39,131	76
25.0	Director, Affirmative Action/Equal Employment	$32,764	$28,205	$41,850	39
26.0	Chaplain	$23,000	$17,000	$29,200	13
27.0	Comptroller	$35,359	$29,350	$41,197	164
28.0	Director, Accounting	$29,125	$21,520	$36,410	136
29.0	Director, Internal Audit	$32,919	$27,750	$42,903	38
30.0	Bursar	$24,176	$19,000	$32,471	51
31.0	Director, Food Services	$24,753	$19,440	$29,080	73
32.0	Chief Physical Plant/Facilities Management Officer	$32,556	$26,288	$39,405	317
33.0	Director, Student Activities	$28,515	$23,000	$35,400	222
34.0	Director, Purchasing	$28,044	$22,020	$34,221	151
35.0	Director, Bookstore	$20,982	$16,500	$26,418	216
36.0	Director, Campus Security	$25,844	$19,700	$30,000	140
37.0	Director, Information Systems	$41,138	$34,000	$46,629	54
38.0	Director, News Bureau	$23,112	$19,028	$27,929	22
39.0	Director, Auxiliary Services	$31,233	$26,616	$41,604	55
40.0	Director, Admissions	$31,200	$25,000	$36,307	199
41.0	Director, Foreign Students	$27,914	$18,000	$30,000	12
42.0	Director, International Studies Education	$37,865	$27,000	$38,875	8
43.0	Director, Student Financial Aid	$28,889	$22,800	$35,000	345
44.0	Director, Student Placement	$27,473	$22,279	$32,057	164
45.0	Director, Student Counseling	$33,654	$28,600	$39,448	223
46.0	Director, Student Union	$28,816	$20,304	$35,574	20
47.0	Director, Student Health Services (Physician Administrator)	$31,281	$30,844	$33,600	6
48.0	Director, Student Health Services (Nurse Administrator)	$23,608	$17,649	$31,020	79
49.0	Director, Student Housing	$21,650	$16,900	$27,000	46
50.0	Director, Athletics	$36,427	$29,135	$42,705	157
51.0	Director, Athletics/Men	$26,760	$22,000	$35,203	10
52.0	Director, Athletics/Women	$26,083	$20,000	$42,564	7
53.0	Director, Campus Recreation/Intramurals	$22,167	$19,462	$33,388	27
54.0	Director, Alumni Affairs	$21,000	$17,476	$24,973	38
55.0	Director, Information Office	$25,956	$21,000	$32,290	83
56.0	Director, Community Services	$35,220	$28,840	$42,804	161
58.0	Director, Publications	$27,220	$22,481	$30,754	21
59.0	Director, Risk Management and Insurance	$31,228	$28,610	$35,524	7
60.0	Chief Planning and Budget Officer	$44,000	$42,500	$48,431	9
61.0	Chief Development and Public Relations Officer	$37,551	$32,750	$44,400	35
62.0	Director, Personnel and Affirmative Action	$31,833	$25,923	$40,700	85
63.0	Director, Admissions and Financial Aid	$35,000	$31,175	$41,182	39
65.0	Director, Development and Alumni Affairs	$31,191	$24,600	$38,000	23
66.0	Director, Admissions and Registrar	$35,744	$30,100	$41,543	91
68.0	Dean, Agriculture	$37,755	$33,000	$46,200	14
69.0	Dean, Arts and Letters	$41,971	$36,987	$47,699	33
70.0	Dean, Arts and Sciences	$39,900	$35,879	$46,223	68
71.0	Dean, Business	$40,549	$35,977	$45,665	157
72.0	Dean, Communications	$42,943	$36,528	$45,672	24
73.0	Dean, Continuing Education	$37,895	$32,805	$44,750	195
75.0	Dean, Education	$37,379	$22,487	$39,632	24
76.0	Dean, Engineering	$42,658	$39,372	$48,458	34
77.0	Dean, Experimental Programs	$30,950	$23,175	$37,000	9
78.0	Dean, Extension	$40,170	$33,376	$46,759	28
79.0	Dean, Fine Arts	$44,324	$38,867	$48,125	28
81.0	Dean, Health Related Professions	$42,745	$35,850	$47,657	89
82.0	Dean, Home Economics	$45,086	$37,000	$46,244	5
83.0	Dean, Humanities	$41,090	$34,702	$47,277	90
84.0	Dean, Instruction	$44,864	$37,584	$50,225	53
86.0	Dean, Library and Information Sciences	$40,462	$34,625	$41,663	13
87.0	Dean, Mathematics	$42,797	$37,800	$47,300	45
90.0	Dean, Nursing	$37,008	$33,746	$42,064	66
91.0	Dean, Occupation Studies/Vocational Education/Technology	$41,210	$36,229	$46,759	165
94.0	Dean, Sciences	$41,971	$35,087	$46,335	85
95.0	Dean, Social Sciences	$41,968	$37,202	$46,610	90
97.0	Dean, Special Programs	$38,368	$30,740	$44,179	58
98.0	Dean, Undergraduate Programs	$39,969	$39,114	$45,570	10

Table 20

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 999 OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 1 thru 999. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 85.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$52,500	$47,716	$58,400	78
3.0	Executive Vice President	$37,820	$35,115	$47,577	8
4.0	Chief Academic Officer	$41,783	$37,820	$45,000	78
5.0	Chief Business Officer	$38,496	$32,800	$41,800	76
6.0	Chief Student Affairs Officer	$37,588	$32,857	$40,866	61
7.0	Chief Development Officer	$34,032	$28,620	$39,000	13
8.0	Chief Public Relations Officer	$28,325	$22,000	$31,881	20
10.0	Chief Personnel/Human Resources Officer	$24,000	$19,320	$27,058	12
14.0	Registrar	$23,208	$19,000	$29,676	37
16.0	Director, Learning Resources Center	$28,844	$24,000	$34,560	42
17.0	Director, Library Services	$30,446	$27,596	$35,501	42
18.0	Director, Computer Center	$31,219	$25,000	$35,842	23
19.0	Director, Computer Center Operations/Academic	$25,580	$23,620	$30,207	5
21.0	Director, Educational Media Services	$24,873	$18,713	$25,764	17
22.0	Director, Institutional Research	$32,389	$26,051	$37,375	12
27.0	Comptroller	$26,152	$23,734	$31,392	17
28.0	Director, Accounting	$19,540	$18,000	$26,152	18
31.0	Director, Food Services	$17,660	$12,120	$20,672	12
32.0	Chief Physical Plant/Facilities Management Officer	$24,895	$21,336	$28,583	47
33.0	Director, Student Activities	$23,480	$14,602	$29,109	21
34.0	Director, Purchasing	$19,361	$16,000	$28,302	15
35.0	Director, Bookstore	$16,390	$13,284	$20,196	30
36.0	Director, Campus Security	$16,172	$16,000	$20,300	9
40.0	Director, Admissions	$25,000	$20,019	$31,200	27
43.0	Director, Student Financial Aid	$24,400	$19,600	$30,100	49
44.0	Director, Student Placement	$27,375	$21,852	$29,269	11
45.0	Director, Student Counseling	$30,000	$21,208	$34,608	28
48.0	Director, Student Health Services (Nurse Administrator)	$16,400	$10,860	$18,352	6
49.0	Director, Student Housing	$15,468	$14,667	$20,500	12
50.0	Director, Athletics	$32,500	$27,535	$38,136	25
55.0	Director, Information Office	$18,308	$18,044	$21,000	8
56.0	Director, Community Services	$29,696	$25,044	$36,235	33
61.0	Chief Development and Public Relations Officer	$33,063	$29,900	$43,563	5
62.0	Director, Personnel and Affirmative Action	$20,584	$17,108	$24,100	8
63.0	Director, Admissions and Financial Aid	$31,800	$27,400	$35,955	8
66.0	Director, Admissions and Registrar	$28,600	$25,180	$33,068	11
70.0	Dean, Arts and Sciences	$38,508	$25,601	$40,297	7
71.0	Dean, Business	$38,182	$30,305	$43,000	10
73.0	Dean, Continuing Education	$32,796	$29,300	$37,000	15
83.0	Dean, Humanities	$35,700	$28,685	$37,857	7
90.0	Dean, Nursing	$31,900	$26,600	$32,440	8
91.0	Dean, Occupation Studies/Vocational Education/Technology	$35,000	$31,500	$36,345	17
94.0	Dean, Sciences	$36,400	$25,419	$38,160	9
95.0	Dean, Social Sciences	$33,250	$32,267	$40,145	6
97.0	Dean, Special Programs	$26,863	$18,100	$38,000	6

Table 21

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499 (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 144.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$54,500	$52,687	$55,771	6
2.0	Chief Executive Officer, Single Institution	$59,850	$54,000	$63,675	131
3.0	Executive Vice President	$43,063	$39,500	$53,261	14
4.0	Chief Academic Officer	$46,556	$42,500	$49,980	132
5.0	Chief Business Officer	$44,000	$39,055	$48,434	136
6.0	Chief Student Affairs Officer	$42,770	$37,482	$47,855	125
7.0	Chief Development Officer	$36,963	$30,000	$40,000	25
8.0	Chief Public Relations Officer	$29,000	$24,016	$34,395	50
9.0	Chief Planning Officer	$37,526	$35,865	$43,380	19
10.0	Chief Personnel/Human Resources Officer	$33,390	$29,500	$37,314	30
11.0	Chief Health Professions Officer	$39,080	$30,578	$44,666	7
12.0	Chief Budgeting Officer	$33,900	$29,224	$37,680	11
14.0	Registrar	$30,843	$24,168	$35,200	74
16.0	Director, Learning Resources Center	$33,298	$30,250	$39,388	77
17.0	Director, Library Services	$31,824	$28,070	$36,340	72
18.0	Director, Computer Center	$33,600	$27,345	$37,666	79
19.0	Director, Computer Center Operations/Academic	$32,908	$28,560	$39,300	9
20.0	Director, Computer Center Operations/Administrative	$26,529	$22,890	$29,496	12
21.0	Director, Educational Media Services	$30,213	$23,432	$34,187	34
22.0	Director, Institutional Research	$31,500	$24,781	$36,091	38
24.0	Administrator, Grants and Contracts	$30,956	$26,130	$37,090	23
25.0	Director, Affirmative Action/Equal Employment	$27,345	$19,750	$36,276	7
27.0	Comptroller	$31,326	$27,528	$36,542	47
28.0	Director, Accounting	$25,100	$20,564	$31,609	41
30.0	Bursar	$19,756	$18,881	$22,000	9
31.0	Director, Food Services	$23,000	$18,309	$27,054	23
32.0	Chief Physical Plant/Facilities Management Officer	$29,346	$25,680	$35,506	101
33.0	Director, Student Activities	$27,700	$22,863	$32,188	63
34.0	Director, Purchasing	$24,473	$18,170	$28,044	38
35.0	Director, Bookstore	$19,527	$16,731	$22,459	73
36.0	Director, Campus Security	$22,229	$17,940	$29,675	29
37.0	Director, Information Systems	$32,983	$29,000	$40,125	12
38.0	Director, News Bureau	$21,660	$15,975	$24,600	8
39.0	Director, Auxiliary Services	$29,000	$23,326	$35,713	15
40.0	Director, Admissions	$30,881	$25,450	$36,307	52
43.0	Director, Student Financial Aid	$27,344	$22,596	$32,028	104
44.0	Director, Student Placement	$26,800	$22,279	$31,294	56
45.0	Director, Student Counseling	$32,539	$28,240	$36,543	76
46.0	Director, Student Union	$31,098	$21,192	$35,860	6
48.0	Director, Student Health Services (Nurse Administrator)	$22,388	$20,148	$32,179	20
49.0	Director, Student Housing	$23,500	$21,898	$31,714	11
50.0	Director, Athletics	$35,300	$29,578	$40,709	44
53.0	Director, Campus Recreation/Intramurals	$33,388	$21,000	$39,600	9
55.0	Director, Information Office	$22,416	$19,669	$26,000	19
56.0	Director, Community Services	$31,294	$26,500	$38,600	45
61.0	Chief Development and Public Relations Officer	$34,000	$30,246	$35,805	12
62.0	Director, Personnel and Affirmative Action	$27,580	$25,440	$31,728	30
63.0	Director, Admissions and Financial Aid	$34,548	$30,900	$37,860	20
65.0	Director, Development and Alumni Affairs	$34,690	$31,191	$38,683	9
66.0	Director, Admissions and Registrar	$34,035	$30,680	$39,316	29
68.0	Dean, Agriculture	$38,000	$37,527	$48,458	7
69.0	Dean, Arts and Letters	$42,100	$34,520	$45,130	10
70.0	Dean, Arts and Sciences	$36,196	$35,170	$39,779	16
71.0	Dean, Business	$37,425	$34,632	$41,260	53
73.0	Dean, Continuing Education	$35,826	$32,199	$40,954	68
75.0	Dean, Education	$34,116	$25,224	$37,379	8
76.0	Dean, Engineering	$39,930	$34,850	$42,413	12
78.0	Dean, Extension	$33,376	$27,000	$37,656	8
79.0	Dean, Fine Arts	$43,939	$38,867	$44,723	5
81.0	Dean, Health Related Professions	$38,098	$34,650	$41,967	27
83.0	Dean, Humanities	$38,480	$34,044	$44,024	39
84.0	Dean, Instruction	$39,321	$34,860	$45,000	12
87.0	Dean, Mathematics	$40,565	$36,500	$44,037	9
90.0	Dean, Nursing	$35,478	$30,764	$39,551	26
91.0	Dean, Occupation Studies/Vocational Education/Technology	$39,160	$34,875	$43,210	55
94.0	Dean, Sciences	$38,235	$32,100	$44,149	30
95.0	Dean, Social Sciences	$40,035	$33,528	$45,292	25
97.0	Dean, Special Programs	$35,698	$30,740	$42,350	19

Table 22

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999 (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 106.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$59,000	$54,926	$66,611	13
2.0	Chief Executive Officer, Single Institution	$62,856	$56,500	$67,275	93
3.0	Executive Vice President	$51,128	$45,365	$55,570	20
4.0	Chief Academic Officer	$48,935	$45,332	$54,808	95
5.0	Chief Business Officer	$46,254	$42,000	$53,062	92
6.0	Chief Student Affairs Officer	$44,688	$39,866	$49,553	97
7.0	Chief Development Officer	$40,640	$34,611	$44,916	27
8.0	Chief Public Relations Officer	$31,129	$26,696	$38,605	42
9.0	Chief Planning Officer	$42,973	$35,618	$46,658	12
10.0	Chief Personnel/Human Resources Officer	$37,301	$29,208	$44,107	36
12.0	Chief Budgeting Officer	$40,200	$34,006	$45,425	16
14.0	Registrar	$35,310	$28,237	$41,973	68
16.0	Director, Learning Resources Center	$38,669	$33,145	$44,110	60
17.0	Director, Library Services	$36,885	$32,793	$41,503	43
18.0	Director, Computer Center	$38,344	$34,496	$42,905	49
19.0	Director, Computer Center Operations/Academic	$31,548	$27,147	$38,643	8
20.0	Director, Computer Center Operations/Administrative	$36,000	$31,255	$39,031	10
21.0	Director, Educational Media Services	$32,170	$24,344	$36,936	35
22.0	Director, Institutional Research	$33,400	$25,832	$37,892	34
24.0	Administrator, Grants and Contracts	$30,000	$27,204	$42,619	13
25.0	Director, Affirmative Action/Equal Employment	$30,900	$28,509	$34,500	7
27.0	Comptroller	$36,308	$32,144	$41,508	44
28.0	Director, Accounting	$29,460	$22,660	$34,954	24
30.0	Bursar	$24,176	$19,710	$32,471	11
31.0	Director, Food Services	$26,700	$22,048	$33,870	22
32.0	Chief Physical Plant/Facilities Management Officer	$36,577	$31,638	$39,853	72
33.0	Director, Student Activities	$30,000	$24,242	$37,753	70
34.0	Director, Purchasing	$27,728	$24,282	$31,600	29
35.0	Director, Bookstore	$24,692	$22,000	$29,449	51
36.0	Director, Campus Security	$27,081	$23,570	$29,909	45
37.0	Director, Information Systems	$43,020	$39,911	$46,458	13
39.0	Director, Auxiliary Services	$28,625	$25,477	$33,203	16
40.0	Director, Admissions	$32,811	$28,398	$37,795	48
43.0	Director, Student Financial Aid	$31,524	$27,675	$38,698	88
44.0	Director, Student Placement	$28,261	$24,720	$34,688	41
45.0	Director, Student Counseling	$37,094	$32,212	$40,170	53
46.0	Director, Student Union	$27,448	$20,100	$29,298	5
48.0	Director, Student Health Services (Nurse Administrator)	$26,700	$24,267	$31,281	17
49.0	Director, Student Housing	$24,650	$22,250	$27,000	7
50.0	Director, Athletics	$40,868	$33,350	$43,000	34
53.0	Director, Campus Recreation/Intramurals	$19,940	$19,462	$27,580	6
55.0	Director, Information Office	$27,000	$25,075	$31,742	21
56.0	Director, Community Services	$35,414	$30,000	$43,342	47
58.0	Director, Publications	$27,220	$26,617	$29,532	5
61.0	Chief Development and Public Relations Officer	$37,921	$34,242	$43,417	8
62.0	Director, Personnel and Affirmative Action	$37,800	$31,461	$43,149	20
65.0	Director, Development and Alumni Affairs	$33,728	$31,267	$37,079	5
66.0	Director, Admissions and Registrar	$35,461	$31,152	$42,648	21
69.0	Dean, Arts and Letters	$39,505	$36,987	$47,699	11
70.0	Dean, Arts and Sciences	$40,812	$35,325	$45,100	20
71.0	Dean, Business	$42,190	$37,692	$46,200	41
72.0	Dean, Communications	$43,930	$38,024	$45,672	8
73.0	Dean, Continuing Education	$38,859	$34,689	$44,605	60
75.0	Dean, Education	$39,375	$38,636	$41,701	5
76.0	Dean, Engineering	$44,818	$41,772	$55,509	10
78.0	Dean, Extension	$40,170	$35,842	$44,272	10
81.0	Dean, Health Related Professions	$43,527	$38,551	$48,440	30
83.0	Dean, Humanities	$45,100	$40,448	$50,400	16
84.0	Dean, Instruction	$44,864	$37,897	$49,291	21
87.0	Dean, Mathematics	$38,299	$36,807	$45,200	16
90.0	Dean, Nursing	$37,513	$36,084	$41,978	18
91.0	Dean, Occupation Studies/Vocational Education/Technology	$42,160	$37,584	$47,674	48
94.0	Dean, Sciences	$44,268	$41,029	$47,789	20
95.0	Dean, Social Sciences	$43,275	$38,551	$45,665	26
97.0	Dean, Special Programs	$41,282	$31,069	$47,056	12

Table 23
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 5,000-9,999 (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 50.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$73,324	$69,000	$81,067	10
2.0	Chief Executive Officer, Single Institution	$66,749	$63,055	$73,363	41
3.0	Executive Vice President	$58,300	$55,482	$61,700	7
4.0	Chief Academic Officer	$54,200	$51,685	$57,126	43
5.0	Chief Business Officer	$52,000	$49,000	$56,600	46
6.0	Chief Student Affairs Officer	$51,205	$48,900	$53,837	38
7.0	Chief Development Officer	$44,538	$41,600	$48,899	17
8.0	Chief Public Relations Officer	$37,850	$33,500	$46,147	29
9.0	Chief Planning Officer	$49,610	$47,814	$54,000	12
10.0	Chief Personnel/Human Resources Officer	$45,131	$41,600	$49,178	30
11.0	Chief Health Professions Officer	$43,659	$41,600	$45,000	5
12.0	Chief Budgeting Officer	$41,520	$32,860	$47,963	16
14.0	Registrar	$37,806	$27,696	$40,550	24
16.0	Director, Learning Resources Center	$42,750	$38,196	$47,742	28
17.0	Director, Library Services	$39,604	$36,008	$45,136	25
18.0	Director, Computer Center	$42,342	$37,484	$45,480	33
21.0	Director, Educational Media Services	$31,154	$26,444	$39,974	15
22.0	Director, Institutional Research	$36,556	$32,950	$41,248	29
24.0	Administrator, Grants and Contracts	$32,557	$29,765	$41,573	17
25.0	Director, Affirmative Action/Equal Employment	$32,755	$27,771	$35,699	12
27.0	Comptroller	$43,714	$40,351	$44,466	25
28.0	Director, Accounting	$35,000	$30,500	$38,334	20
29.0	Director, Internal Audit	$30,520	$25,450	$32,919	7
30.0	Bursar	$30,744	$23,165	$33,722	12
31.0	Director, Food Services	$27,600	$24,753	$36,809	5
32.0	Chief Physical Plant/Facilities Management Officer	$39,693	$32,875	$45,588	39
33.0	Director, Student Activities	$32,103	$28,106	$41,627	28
34.0	Director, Purchasing	$30,500	$24,175	$34,221	31
35.0	Director, Bookstore	$25,170	$22,828	$28,860	24
36.0	Director, Campus Security	$27,066	$24,801	$30,869	22
37.0	Director, Information Systems	$44,000	$35,000	$47,472	10
39.0	Director, Auxiliary Services	$41,600	$28,696	$47,185	11
40.0	Director, Admissions	$35,267	$33,070	$39,598	18
43.0	Director, Student Financial Aid	$34,300	$27,740	$39,974	39
44.0	Director, Student Placement	$27,800	$24,000	$35,100	22
45.0	Director, Student Counseling	$39,546	$34,000	$43,916	31
48.0	Director, Student Health Services (Nurse Administrator)	$23,892	$20,530	$30,319	15
50.0	Director, Athletics	$38,153	$35,113	$46,380	23
55.0	Director, Information Office	$32,196	$29,090	$39,261	12
56.0	Director, Community Services	$41,068	$37,774	$47,819	21
62.0	Director, Personnel and Affirmative Action	$40,950	$33,000	$41,970	11
66.0	Director, Admissions and Registrar	$39,515	$35,744	$43,231	14
70.0	Dean, Arts and Sciences	$47,520	$41,600	$51,000	10
71.0	Dean, Business	$44,840	$41,332	$47,603	28
72.0	Dean, Communications	$44,724	$37,718	$47,321	7
73.0	Dean, Continuing Education	$45,323	$41,600	$48,745	25
76.0	Dean, Engineering	$43,924	$42,033	$47,047	6
78.0	Dean, Extension	$50,215	$39,094	$53,108	7
79.0	Dean, Fine Arts	$46,335	$44,324	$50,500	6
81.0	Dean, Health Related Professions	$45,550	$44,377	$49,229	17
83.0	Dean, Humanities	$43,925	$41,090	$49,248	16
84.0	Dean, Instruction	$46,200	$43,470	$49,970	6
87.0	Dean, Mathematics	$44,374	$40,304	$47,300	9
90.0	Dean, Nursing	$43,676	$35,578	$46,400	5
91.0	Dean, Occupation Studies/Vocational Education/Technology	$43,989	$41,570	$48,745	22
94.0	Dean, Sciences	$46,540	$40,667	$48,430	15
95.0	Dean, Social Sciences	$45,336	$39,610	$48,144	16
97.0	Dean, Special Programs	$38,368	$33,600	$44,179	8

Table 24

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 10,000 OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 10,000 or more. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 39.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$80,250	$68,970	$83,244	20
2.0	Chief Executive Officer, Single Institution	$71,781	$62,664	$79,060	25
3.0	Executive Vice President	$62,760	$60,288	$64,432	15
4.0	Chief Academic Officer	$58,266	$51,300	$63,800	33
5.0	Chief Business Officer	$59,093	$51,150	$63,907	36
6.0	Chief Student Affairs Officer	$53,838	$47,773	$59,850	25
7.0	Chief Development Officer	$46,475	$35,800	$50,621	14
8.0	Chief Public Relations Officer	$42,229	$36,019	$50,353	19
9.0	Chief Planning Officer	$50,750	$45,000	$55,191	15
10.0	Chief Personnel/Human Resources Officer	$50,556	$46,300	$53,838	25
11.0	Chief Health Professions Officer	$46,085	$44,781	$53,838	9
12.0	Chief Budgeting Officer	$48,191	$38,358	$56,000	23
13.0	General Counsel	$54,347	$36,055	$60,563	8
14.0	Registrar	$40,626	$31,850	$47,308	18
16.0	Director, Learning Resources Center	$41,572	$39,212	$49,156	18
17.0	Director, Library Services	$41,800	$35,409	$51,516	19
18.0	Director, Computer Center	$48,144	$44,403	$53,000	21
19.0	Director, Computer Center Operations/Academic	$40,577	$39,280	$49,380	6
20.0	Director, Computer Center Operations/Administrative	$49,380	$42,979	$65,159	6
21.0	Director, Educational Media Services	$35,000	$30,450	$42,122	9
22.0	Director, Institutional Research	$41,253	$37,466	$46,759	22
24.0	Administrator, Grants and Contracts	$37,764	$28,754	$48,065	16
25.0	Director, Affirmative Action/Equal Employment	$42,450	$40,260	$53,332	10
27.0	Comptroller	$45,035	$40,060	$50,529	18
28.0	Director, Accounting	$41,127	$36,144	$46,042	23
29.0	Director, Internal Audit	$40,753	$37,404	$46,608	21
30.0	Bursar	$33,957	$27,729	$40,104	9
31.0	Director, Food Services	$38,072	$37,400	$45,192	6
32.0	Chief Physical Plant/Facilities Management Officer	$46,602	$41,085	$52,932	29
33.0	Director, Student Activities	$33,370	$27,936	$39,204	21
34.0	Director, Purchasing	$41,681	$34,043	$44,772	29
35.0	Director, Bookstore	$32,070	$27,307	$36,144	13
36.0	Director, Campus Security	$30,192	$27,679	$41,337	22
37.0	Director, Information Systems	$48,150	$42,500	$52,923	13
39.0	Director, Auxiliary Services	$42,670	$33,326	$51,636	10
40.0	Director, Admissions	$39,138	$31,714	$49,258	13
43.0	Director, Student Financial Aid	$37,908	$35,650	$43,104	25
44.0	Director, Student Placement	$32,546	$28,650	$42,756	16
45.0	Director, Student Counseling	$42,174	$38,171	$46,716	16
48.0	Director, Student Health Services (Nurse Administrator)	$33,305	$25,185	$42,737	7
50.0	Director, Athletics	$47,779	$40,249	$55,440	14
54.0	Director, Alumni Affairs	$24,872	$24,372	$32,481	6
55.0	Director, Information Office	$34,629	$29,997	$36,858	15
56.0	Director, Community Services	$39,850	$33,221	$57,787	14
58.0	Director, Publications	$30,754	$23,525	$42,849	8
59.0	Director, Risk Management and Insurance	$31,986	$31,228	$35,524	5
62.0	Director, Personnel and Affirmative Action	$43,293	$40,283	$55,158	12
66.0	Director, Admissions and Registrar	$46,691	$38,249	$53,088	11
70.0	Dean, Arts and Sciences	$47,020	$39,900	$58,744	10
71.0	Dean, Business	$45,672	$39,960	$54,947	15
73.0	Dean, Continuing Education	$49,920	$39,455	$56,210	16
79.0	Dean, Fine Arts	$41,569	$39,736	$54,947	8
81.0	Dean, Health Related Professions	$47,000	$42,827	$54,102	8
83.0	Dean, Humanities	$45,577	$37,508	$53,256	7
84.0	Dean, Instruction	$50,501	$46,482	$58,248	9
87.0	Dean, Mathematics	$41,569	$40,633	$56,681	7
90.0	Dean, Nursing	$43,115	$37,000	$51,384	8
91.0	Dean, Occupation Studies/Vocational Education/Technology	$46,030	$40,478	$53,652	20
94.0	Dean, Sciences	$41,641	$38,771	$56,215	6
95.0	Dean, Social Sciences	$43,231	$39,758	$52,407	12
97.0	Dean, Special Programs	$43,231	$39,686	$55,718	10

Table 25
ALL PRIVATE 2-YEAR COLLEGES (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 54.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$50,000	$39,000	$60,000	47
3.0	Executive Vice President	$38,647	$28,430	$43,000	8
4.0	Chief Academic Officer	$33,418	$27,000	$40,000	51
5.0	Chief Business Officer	$30,000	$23,000	$38,000	47
6.0	Chief Student Affairs Officer	$28,121	$22,680	$34,000	39
7.0	Chief Development Officer	$30,300	$25,000	$36,420	26
8.0	Chief Public Relations Officer	$19,344	$14,050	$22,140	24
10.0	Chief Personnel/Human Resources Officer	$16,978	$15,600	$30,000	6
14.0	Registrar	$20,500	$19,000	$24,847	37
16.0	Director, Learning Resources Center	$23,900	$17,800	$25,200	12
17.0	Director, Library Services	$22,400	$20,100	$24,800	46
18.0	Director, Computer Center	$24,486	$22,000	$31,050	14
20.0	Director, Computer Center Operations/Administrative	$22,000	$19,200	$27,285	8
22.0	Director, Institutional Research	$18,000	$15,000	$31,270	6
26.0	Chaplain	$22,900	$15,801	$26,667	12
27.0	Comptroller	$24,886	$18,100	$33,350	13
28.0	Director, Accounting	$20,000	$17,500	$24,000	10
30.0	Bursar	$16,000	$15,391	$25,000	6
31.0	Director, Food Services	$19,440	$16,500	$20,520	5
32.0	Chief Physical Plant/Facilities Management Officer	$23,800	$17,250	$29,700	27
33.0	Director, Student Activities	$19,600	$17,454	$23,067	18
34.0	Director, Purchasing	$20,000	$18,720	$24,800	9
35.0	Director, Bookstore	$15,100	$13,715	$18,000	25
36.0	Director, Campus Security	$17,000	$15,000	$19,500	12
40.0	Director, Admissions	$26,400	$20,000	$30,400	41
41.0	Director, Foreign Students	$18,000	$13,333	$29,400	5
43.0	Director, Student Financial Aid	$18,600	$16,900	$22,500	38
44.0	Director, Student Placement	$17,500	$16,150	$23,532	18
45.0	Director, Student Counseling	$20,700	$18,200	$25,000	18
48.0	Director, Student Health Services (Nurse Administrator)	$16,640	$16,000	$17,333	14
49.0	Director, Student Housing	$17,808	$13,356	$20,000	12
50.0	Director, Athletics	$25,000	$21,160	$29,135	16
54.0	Director, Alumni Affairs	$18,000	$14,900	$21,000	20
55.0	Director, Information Office	$19,200	$16,356	$23,000	8
65.0	Director, Development and Alumni Affairs	$24,000	$19,400	$24,872	5
71.0	Dean, Business	$29,012	$25,844	$34,204	10
73.0	Dean, Continuing Education	$20,800	$19,500	$28,325	10
83.0	Dean, Humanities	$25,844	$25,289	$32,660	5
94.0	Dean, Sciences	$20,000	$18,821	$26,539	5
95.0	Dean, Social Sciences	$27,500	$25,757	$29,813	5

Table 26
PUBLIC UNIVERSITIES WITH BUDGETS $24,999,999 OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** $1 thru $24,999,999. **CASES SELECTED:** 77.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$71,500	$69,500	$120,000	6
2.0	Chief Executive Officer, Single Institution	$67,500	$62,000	$74,000	68
3.0	Executive Vice President	$52,272	$50,033	$59,727	13
4.0	Chief Academic Officer	$57,500	$51,432	$62,792	72
5.0	Chief Business Officer	$50,021	$44,218	$58,000	71
6.0	Chief Student Affairs Officer	$45,247	$40,000	$50,346	73
7.0	Chief Development Officer	$45,559	$38,200	$50,097	31
8.0	Chief Public Relations Officer	$35,800	$30,000	$41,000	33
9.0	Chief Planning Officer	$40,294	$31,190	$55,821	12
10.0	Chief Personnel/Human Resources Officer	$31,565	$26,460	$35,150	41
12.0	Chief Budgeting Officer	$37,000	$30,440	$41,844	23
13.0	General Counsel	$39,348	$35,200	$50,000	12
14.0	Registrar	$33,670	$28,235	$37,420	52
16.0	Director, Learning Resources Center	$26,959	$20,526	$40,241	22
17.0	Director, Library Services	$38,636	$35,100	$42,197	67
18.0	Director, Computer Center	$38,250	$33,000	$44,736	62
19.0	Director, Computer Center Operations/Academic	$31,039	$26,450	$33,692	10
20.0	Director, Computer Center Operations/Administrative	$33,135	$31,680	$41,755	11
21.0	Director, Educational Media Services	$28,911	$22,900	$36,500	28
22.0	Director, Institutional Research	$36,730	$31,500	$41,740	29
24.0	Administrator, Grants and Contracts	$37,472	$29,361	$44,100	21
25.0	Director, Affirmative Action/Equal Employment	$28,800	$25,000	$40,000	23
27.0	Comptroller	$36,264	$32,073	$41,143	44
28.0	Director, Accounting	$26,775	$23,238	$33,036	25
29.0	Director, Internal Audit	$30,314	$21,612	$35,934	18
30.0	Bursar	$24,498	$19,104	$27,408	25
31.0	Director, Food Services	$29,000	$25,800	$31,425	14
32.0	Chief Physical Plant/Facilities Management Officer	$37,469	$32,720	$42,348	71
33.0	Director, Student Activities	$23,342	$20,100	$31,716	46
34.0	Director, Purchasing	$25,463	$22,385	$29,364	55
35.0	Director, Bookstore	$22,100	$18,300	$28,128	49
36.0	Director, Campus Security	$25,378	$22,280	$29,088	61
37.0	Director, Information Systems	$30,558	$29,988	$40,000	10
38.0	Director, News Bureau	$25,248	$19,775	$30,700	17
39.0	Director, Auxiliary Services	$31,800	$27,000	$41,424	18
40.0	Director, Admissions	$31,600	$26,000	$34,875	49
41.0	Director, Foreign Students	$27,252	$25,099	$33,869	9
43.0	Director, Student Financial Aid	$30,945	$25,500	$32,828	69
44.0	Director, Student Placement	$27,300	$22,752	$31,248	52
45.0	Director, Student Counseling	$30,630	$28,000	$35,500	43
46.0	Director, Student Union	$28,333	$22,470	$31,000	24
47.0	Director, Student Health Services (Physician Administrator)	$30,000	$20,625	$52,548	15
48.0	Director, Student Health Services (Nurse Administrator)	$21,768	$18,618	$25,462	28
49.0	Director, Student Housing	$27,366	$22,000	$30,224	36
50.0	Director, Athletics	$39,756	$35,900	$44,209	49
51.0	Director, Athletics/Men	$45,545	$41,100	$49,595	7
52.0	Director, Athletics/Women	$33,445	$27,000	$45,933	10
53.0	Director, Campus Recreation/Intramurals	$26,667	$19,500	$34,000	21
54.0	Director, Alumni Affairs	$26,400	$22,490	$32,963	39
55.0	Director, Information Office	$25,830	$22,090	$31,736	28
56.0	Director, Community Services	$29,489	$22,000	$40,170	8
58.0	Director, Publications	$22,676	$20,681	$27,050	12
60.0	Chief Planning and Budget Officer	$45,650	$38,000	$49,500	7
61.0	Chief Development and Public Relations Officer	$42,389	$33,500	$44,650	8
62.0	Director, Personnel and Affirmative Action	$29,897	$25,992	$34,000	19
63.0	Director, Admissions and Financial Aid	$40,112	$35,000	$41,600	5
65.0	Director, Development and Alumni Affairs	$29,280	$28,176	$33,852	9
66.0	Director, Admissions and Registrar	$40,000	$35,000	$46,764	18
68.0	Dean, Agriculture	$53,090	$49,045	$57,000	10
69.0	Dean, Arts and Letters	$54,100	$44,808	$56,602	11
70.0	Dean, Arts and Sciences	$52,000	$47,812	$54,060	37
71.0	Dean, Business	$51,400	$47,131	$58,300	45
72.0	Dean, Communications	$45,827	$38,300	$51,524	7
73.0	Dean, Continuing Education	$40,500	$38,937	$49,740	24
75.0	Dean, Education	$48,530	$42,156	$53,120	49
76.0	Dean, Engineering	$55,000	$47,520	$59,100	12
79.0	Dean, Fine Arts	$46,608	$37,500	$49,938	16
80.0	Dean, Graduate Programs	$48,400	$44,866	$56,200	23
81.0	Dean, Health Related Professions	$47,913	$42,792	$51,295	8
83.0	Dean, Humanities	$48,709	$42,860	$54,511	8
87.0	Dean, Mathematics	$44,940	$43,350	$46,875	9
89.0	Dean, Music	$46,182	$40,000	$53,845	6
90.0	Dean, Nursing	$48,700	$44,612	$55,000	15
91.0	Dean, Occupation Studies/Vocational Education/Technology	$42,500	$41,145	$45,624	5
94.0	Dean, Sciences	$48,845	$44,760	$52,547	18
95.0	Dean, Social Sciences	$44,760	$40,000	$49,375	10

Table 27
PUBLIC UNIVERSITIES WITH BUDGETS $25-49.9 MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified.
1985/86 BUDGET RANGE: $25,000,000 thru $49,999,999. **CASES SELECTED:** 84.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$73,295	$67,000	$79,000	81
3.0	Executive Vice President	$58,916	$54,110	$67,000	17
4.0	Chief Academic Officer	$61,300	$56,220	$67,000	81
5.0	Chief Business Officer	$57,240	$51,183	$62,200	82
6.0	Chief Student Affairs Officer	$52,410	$50,154	$57,000	81
7.0	Chief Development Officer	$47,500	$40,240	$53,034	51
8.0	Chief Public Relations Officer	$39,024	$31,785	$46,823	41
9.0	Chief Planning Officer	$42,079	$36,303	$49,500	15
10.0	Chief Personnel/Human Resources Officer	$36,168	$33,200	$41,808	63
12.0	Chief Budgeting Officer	$39,418	$33,780	$47,041	48
13.0	General Counsel	$42,650	$34,800	$47,244	23
14.0	Registrar	$37,657	$34,180	$42,078	69
16.0	Director, Learning Resources Center	$40,000	$32,533	$48,785	20
17.0	Director, Library Services	$44,871	$41,404	$48,250	69
18.0	Director, Computer Center	$44,871	$41,205	$49,113	66
19.0	Director, Computer Center Operations/Academic	$39,090	$35,468	$43,524	26
20.0	Director, Computer Center Operations/Administrative	$36,171	$35,000	$40,330	24
21.0	Director, Educational Media Services	$34,810	$30,520	$41,330	32
22.0	Director, Institutional Research	$37,500	$32,724	$41,200	48
23.0	Director, Special and Deferred Gifts	$48,163	$32,500	$52,195	11
24.0	Administrator, Grants and Contracts	$37,252	$32,520	$48,048	45
25.0	Director, Affirmative Action/Equal Employment	$30,500	$28,700	$37,580	47
27.0	Comptroller	$41,045	$36,575	$45,972	58
28.0	Director, Accounting	$32,916	$26,648	$37,972	44
29.0	Director, Internal Audit	$31,000	$26,862	$34,164	40
30.0	Bursar	$26,248	$21,156	$28,998	28
31.0	Director, Food Services	$32,796	$30,260	$35,000	26
32.0	Chief Physical Plant/Facilities Management Officer	$41,789	$37,958	$46,276	79
33.0	Director, Student Activities	$30,428	$25,248	$33,269	52
34.0	Director, Purchasing	$30,533	$26,330	$34,533	75
35.0	Director, Bookstore	$27,816	$24,269	$33,053	52
36.0	Director, Campus Security	$29,968	$25,725	$35,064	74
37.0	Director, Information Systems	$36,122	$33,926	$45,337	20
38.0	Director, News Bureau	$28,822	$25,023	$31,578	28
39.0	Director, Auxiliary Services	$38,173	$32,172	$43,589	40
40.0	Director, Admissions	$35,232	$32,700	$42,145	61
41.0	Director, Foreign Students	$24,777	$21,219	$33,300	26
42.0	Director, International Studies Education	$38,531	$32,299	$42,160	17
43.0	Director, Student Financial Aid	$33,300	$31,182	$37,572	78
44.0	Director, Student Placement	$32,988	$29,178	$39,856	70
45.0	Director, Student Counseling	$37,710	$32,952	$43,872	68
46.0	Director, Student Union	$33,620	$29,223	$36,723	53
47.0	Director, Student Health Services (Physician Administrator)	$57,471	$50,040	$61,200	40
48.0	Director, Student Health Services (Nurse Administrator)	$24,602	$21,985	$33,995	31
49.0	Director, Student Housing	$30,517	$26,471	$35,480	67
50.0	Director, Athletics	$43,812	$40,495	$48,000	67
51.0	Director, Athletics/Men	$46,187	$38,060	$50,217	13
52.0	Director, Athletics/Women	$32,314	$29,978	$38,060	22
53.0	Director, Campus Recreation/Intramurals	$27,384	$22,713	$30,500	49
54.0	Director, Alumni Affairs	$28,329	$25,498	$31,745	65
55.0	Director, Information Office	$29,800	$24,035	$33,705	27
56.0	Director, Community Services	$39,826	$32,300	$43,067	10
58.0	Director, Publications	$30,000	$26,747	$33,828	30
59.0	Director, Risk Management and Insurance	$30,650	$25,875	$46,833	5
60.0	Chief Planning and Budget Officer	$47,050	$44,136	$54,830	13
61.0	Chief Development and Public Relations Officer	$52,476	$47,187	$56,200	12
62.0	Director, Personnel and Affirmative Action	$34,762	$32,740	$38,000	10
63.0	Director, Admissions and Financial Aid	$37,908	$35,000	$42,045	5
65.0	Director, Development and Alumni Affairs	$41,701	$35,831	$48,000	11
66.0	Director, Admissions and Registrar	$42,000	$40,000	$44,519	21
67.0	Dean, Architecture	$55,000	$48,200	$65,445	6
68.0	Dean, Agriculture	$53,052	$48,709	$55,000	8
69.0	Dean, Arts and Letters	$53,000	$48,620	$57,000	18
70.0	Dean, Arts and Sciences	$55,188	$48,780	$60,023	45
71.0	Dean, Business	$57,030	$51,921	$61,200	66
73.0	Dean, Continuing Education	$47,016	$41,943	$50,000	46
75.0	Dean, Education	$53,000	$48,781	$57,636	65
76.0	Dean, Engineering	$61,550	$55,328	$64,884	22
78.0	Dean, Extension	$60,592	$50,444	$63,000	9
79.0	Dean, Fine Arts	$50,488	$48,631	$58,900	19
80.0	Dean, Graduate Programs	$51,792	$47,824	$56,500	62
81.0	Dean, Health Related Professions	$56,604	$52,151	$60,252	10
82.0	Dean, Home Economics	$44,809	$39,533	$56,000	8
83.0	Dean, Humanities	$52,195	$49,284	$58,383	15
85.0	Dean, Law	$65,920	$61,000	$77,400	8
86.0	Dean, Library and Information Sciences	$50,195	$47,315	$54,600	13
90.0	Dean, Nursing	$52,008	$47,376	$55,170	30
91.0	Dean, Occupation Studies/Vocational Education/Technology	$51,070	$47,824	$55,212	13
92.0	Dean, Pharmacy	$52,021	$51,095	$63,100	7
94.0	Dean, Sciences	$50,446	$48,780	$55,236	25
95.0	Dean, Social Sciences	$46,662	$40,048	$52,151	8
98.0	Dean, Undergraduate Programs	$38,849	$37,164	$56,300	6

Table 28
PUBLIC UNIVERSITIES WITH BUDGETS $50-99.9 MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** $50,000,000 thru $99,999,999. **CASES SELECTED:** 54.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$85,000	$78,000	$91,972	49
3.0	Executive Vice President	$68,400	$55,400	$73,680	12
4.0	Chief Academic Officer	$72,500	$66,000	$78,482	52
5.0	Chief Business Officer	$65,093	$60,500	$68,406	51
6.0	Chief Student Affairs Officer	$60,000	$55,860	$64,788	51
7.0	Chief Development Officer	$54,272	$48,192	$60,400	40
8.0	Chief Public Relations Officer	$47,972	$39,948	$53,700	23
9.0	Chief Planning Officer	$59,200	$52,400	$64,398	15
10.0	Chief Personnel/Human Resources Officer	$45,000	$36,670	$50,628	51
12.0	Chief Budgeting Officer	$43,920	$38,500	$48,888	38
13.0	General Counsel	$53,119	$47,028	$57,576	19
14.0	Registrar	$39,781	$37,200	$47,515	42
16.0	Director, Learning Resources Center	$41,727	$35,528	$48,816	21
17.0	Director, Library Services	$52,500	$48,041	$57,000	49
18.0	Director, Computer Center	$53,004	$45,500	$57,000	41
19.0	Director, Computer Center Operations/Academic	$42,900	$35,875	$48,372	20
20.0	Director, Computer Center Operations/Administrative	$42,699	$35,172	$46,923	15
21.0	Director, Educational Media Services	$37,943	$33,600	$44,409	36
22.0	Director, Institutional Research	$42,591	$36,650	$48,600	39
23.0	Director, Special and Deferred Gifts	$37,500	$31,460	$44,500	8
24.0	Administrator, Grants and Contracts	$42,761	$35,400	$50,000	42
25.0	Director, Affirmative Action/Equal Employment	$37,300	$32,616	$45,600	41
27.0	Comptroller	$48,250	$41,472	$51,761	39
28.0	Director, Accounting	$38,600	$30,000	$43,004	35
29.0	Director, Internal Audit	$33,050	$30,750	$37,825	34
30.0	Bursar	$33,640	$28,591	$39,440	28
31.0	Director, Food Services	$37,956	$32,000	$41,790	26
32.0	Chief Physical Plant/Facilities Management Officer	$49,500	$46,614	$52,512	52
33.0	Director, Student Activities	$34,285	$28,800	$38,004	40
34.0	Director, Purchasing	$36,450	$33,270	$41,000	49
35.0	Director, Bookstore	$34,435	$30,610	$38,600	36
36.0	Director, Campus Security	$37,518	$32,662	$43,063	49
37.0	Director, Information Systems	$52,008	$45,720	$57,300	11
38.0	Director, News Bureau	$27,586	$23,818	$32,239	22
39.0	Director, Auxiliary Services	$42,790	$34,560	$49,250	29
40.0	Director, Admissions	$41,388	$36,000	$45,000	43
41.0	Director, Foreign Students	$28,600	$22,170	$34,824	28
42.0	Director, International Studies Education	$41,000	$36,228	$49,037	14
43.0	Director, Student Financial Aid	$39,200	$35,000	$45,100	51
44.0	Director, Student Placement	$36,972	$32,950	$42,300	47
45.0	Director, Student Counseling	$42,000	$39,000	$49,037	46
46.0	Director, Student Union	$36,346	$31,789	$41,112	37
47.0	Director, Student Health Services (Physician Administrator)	$64,557	$57,000	$75,546	32
48.0	Director, Student Health Services (Nurse Administrator)	$27,804	$25,217	$31,887	20
49.0	Director, Student Housing	$37,400	$31,560	$45,400	35
50.0	Director, Athletics	$51,162	$46,000	$57,050	48
51.0	Director, Athletics/Men	$40,722	$37,184	$48,710	7
52.0	Director, Athletics/Women	$35,122	$32,311	$40,800	12
53.0	Director, Campus Recreation/Intramurals	$31,200	$26,000	$37,617	35
54.0	Director, Alumni Affairs	$34,814	$29,120	$40,692	41
55.0	Director, Information Office	$37,699	$33,705	$42,353	30
56.0	Director, Community Services	$36,411	$28,881	$38,244	11
58.0	Director, Publications	$32,500	$29,657	$34,620	26
59.0	Director, Risk Management and Insurance	$33,240	$30,212	$37,166	10
60.0	Chief Planning and Budget Officer	$53,965	$51,480	$64,428	7
61.0	Chief Development and Public Relations Officer	$61,860	$52,408	$65,400	7
64.0	Director, Housing and Food Services	$43,000	$39,500	$44,295	9
66.0	Director, Admissions and Registrar	$47,450	$43,400	$55,032	11
67.0	Dean, Architecture	$61,650	$59,000	$64,800	10
68.0	Dean, Agriculture	$61,800	$52,721	$66,000	9
69.0	Dean, Arts and Letters	$61,380	$60,540	$68,184	6
70.0	Dean, Arts and Sciences	$64,500	$61,050	$68,900	35
71.0	Dean, Business	$64,500	$61,008	$68,500	50
73.0	Dean, Continuing Education	$53,925	$50,280	$59,244	38
75.0	Dean, Education	$61,196	$57,000	$64,236	48
76.0	Dean, Engineering	$69,756	$64,500	$73,732	31
79.0	Dean, Fine Arts	$56,301	$52,275	$58,356	16
80.0	Dean, Graduate Programs	$58,097	$56,050	$62,963	42
81.0	Dean, Health Related Professions	$57,240	$52,820	$59,649	14
82.0	Dean, Home Economics	$61,500	$58,000	$63,100	5
83.0	Dean, Humanities	$64,716	$61,712	$65,304	9
85.0	Dean, Law	$73,725	$70,000	$78,702	9
86.0	Dean, Library and Information Sciences	$53,604	$52,200	$54,500	5
89.0	Dean, Music	$63,700	$61,760	$66,200	6
90.0	Dean, Nursing	$59,000	$50,860	$61,870	16
91.0	Dean, Occupation Studies/Vocational Education/Technology	$56,475	$52,000	$65,400	10
94.0	Dean, Sciences	$65,244	$56,700	$68,400	17
95.0	Dean, Social Sciences	$54,684	$50,568	$60,000	12
96.0	Dean, Social Work	$55,530	$53,604	$63,600	6
98.0	Dean, Undergraduate Programs	$56,340	$47,016	$60,500	12

Table 29
PUBLIC UNIVERSITIES WITH BUDGETS $100-149.9 MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified.
1985/86 BUDGET RANGE: $100,000,000 thru $149,999,999. **CASES SELECTED:** 20.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$90,000	$84,750	$92,820	5
2.0	Chief Executive Officer, Single Institution	$92,474	$86,525	$104,000	15
4.0	Chief Academic Officer	$78,200	$77,000	$85,500	18
5.0	Chief Business Officer	$75,500	$70,500	$77,500	20
6.0	Chief Student Affairs Officer	$62,700	$59,500	$74,220	19
7.0	Chief Development Officer	$61,300	$60,000	$75,800	10
8.0	Chief Public Relations Officer	$63,300	$58,820	$65,600	9
9.0	Chief Planning Officer	$56,472	$55,633	$68,000	6
10.0	Chief Personnel/Human Resources Officer	$49,000	$44,880	$58,044	17
12.0	Chief Budgeting Officer	$47,300	$40,500	$60,000	15
13.0	General Counsel	$53,400	$48,550	$63,000	12
14.0	Registrar	$47,100	$41,484	$50,000	18
16.0	Director, Learning Resources Center	$44,500	$34,850	$53,604	7
17.0	Director, Library Services	$60,408	$57,300	$69,600	17
18.0	Director, Computer Center	$58,891	$57,000	$64,584	17
19.0	Director, Computer Center Operations/Academic	$39,954	$38,700	$47,700	7
20.0	Director, Computer Center Operations/Administrative	$43,212	$40,080	$58,600	6
21.0	Director, Educational Media Services	$40,000	$38,606	$50,700	10
22.0	Director, Institutional Research	$47,460	$40,850	$54,584	16
23.0	Director, Special and Deferred Gifts	$30,939	$22,000	$46,800	8
24.0	Administrator, Grants and Contracts	$48,055	$39,856	$58,697	17
25.0	Director, Affirmative Action/Equal Employment	$38,500	$36,348	$50,750	18
27.0	Comptroller	$48,900	$48,000	$54,000	14
28.0	Director, Accounting	$36,070	$34,325	$45,115	13
29.0	Director, Internal Audit	$42,200	$38,156	$48,400	18
30.0	Bursar	$38,243	$30,423	$42,700	11
31.0	Director, Food Services	$41,750	$38,186	$46,270	8
32.0	Chief Physical Plant/Facilities Management Officer	$51,000	$48,000	$57,000	20
33.0	Director, Student Activities	$40,000	$30,880	$49,000	16
34.0	Director, Purchasing	$41,420	$37,000	$45,000	20
35.0	Director, Bookstore	$35,500	$33,885	$41,171	14
36.0	Director, Campus Security	$41,500	$37,500	$48,000	19
37.0	Director, Information Systems	$51,618	$44,000	$65,784	9
38.0	Director, News Bureau	$35,352	$30,780	$36,510	10
39.0	Director, Auxiliary Services	$51,372	$44,004	$57,600	15
40.0	Director, Admissions	$47,032	$41,100	$52,070	17
41.0	Director, Foreign Students	$29,350	$27,930	$39,468	14
42.0	Director, International Studies Education	$54,000	$48,160	$72,500	6
43.0	Director, Student Financial Aid	$41,300	$36,900	$45,392	19
44.0	Director, Student Placement	$37,800	$36,172	$43,200	17
45.0	Director, Student Counseling	$43,200	$39,000	$50,900	19
46.0	Director, Student Union	$37,150	$32,175	$42,716	12
47.0	Director, Student Health Services (Physician Administrator)	$73,492	$59,450	$80,652	17
48.0	Director, Student Health Services (Nurse Administrator)	$28,858	$28,579	$32,712	6
49.0	Director, Student Housing	$44,350	$34,721	$45,732	16
50.0	Director, Athletics	$60,000	$59,000	$66,432	16
53.0	Director, Campus Recreation/Intramurals	$37,597	$34,500	$40,000	14
54.0	Director, Alumni Affairs	$39,647	$31,161	$45,000	16
55.0	Director, Information Office	$42,276	$36,864	$52,686	12
56.0	Director, Community Services	$39,960	$34,392	$60,000	7
58.0	Director, Publications	$34,000	$31,800	$40,801	17
59.0	Director, Risk Management and Insurance	$37,500	$32,760	$43,400	6
61.0	Chief Development and Public Relations Officer	$60,400	$57,000	$64,400	5
67.0	Dean, Architecture	$63,000	$56,700	$68,250	7
70.0	Dean, Arts and Sciences	$72,100	$67,300	$81,900	14
71.0	Dean, Business	$69,060	$66,000	$78,000	18
72.0	Dean, Communications	$62,000	$61,800	$62,500	5
73.0	Dean, Continuing Education	$62,100	$54,100	$67,200	11
75.0	Dean, Education	$63,713	$62,484	$68,000	18
76.0	Dean, Engineering	$73,461	$67,200	$77,500	16
78.0	Dean, Extension	$67,500	$58,994	$70,490	5
79.0	Dean, Fine Arts	$59,220	$58,000	$66,000	10
80.0	Dean, Graduate Programs	$65,300	$59,675	$72,100	15
81.0	Dean, Health Related Professions	$66,000	$64,008	$78,900	5
82.0	Dean, Home Economics	$53,000	$46,900	$63,000	6
85.0	Dean, Law	$85,200	$71,004	$90,000	9
86.0	Dean, Library and Information Sciences	$60,500	$58,933	$67,000	6
89.0	Dean, Music	$56,800	$53,901	$62,400	5
90.0	Dean, Nursing	$62,700	$53,000	$64,000	8
91.0	Dean, Occupation Studies/Vocational Education/Technology	$59,000	$58,300	$61,920	5
98.0	Dean, Undergraduate Programs	$61,900	$55,000	$61,971	5

Table 30
PUBLIC UNIVERSITIES WITH BUDGETS $150 MILLION OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** $150,000,000 or more. **CASES SELECTED:** 77.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$100,006	$86,996	$112,164	36
2.0	Chief Executive Officer, Single Institution	$94,150	$83,000	$100,000	44
3.0	Executive Vice President	$83,000	$75,275	$87,512	21
4.0	Chief Academic Officer	$83,000	$74,808	$90,000	73
5.0	Chief Business Officer	$76,061	$66,588	$84,000	67
6.0	Chief Student Affairs Officer	$67,140	$60,000	$71,660	54
7.0	Chief Development Officer	$66,000	$58,000	$75,000	37
8.0	Chief Public Relations Officer	$57,996	$46,500	$64,300	45
9.0	Chief Planning Officer	$62,000	$51,000	$75,870	23
10.0	Chief Personnel/Human Resources Officer	$52,841	$46,800	$63,000	66
11.0	Chief Health Professions Officer	$93,948	$80,000	$110,000	24
12.0	Chief Budgeting Officer	$53,136	$46,418	$60,300	54
13.0	General Counsel	$62,408	$54,100	$71,600	49
14.0	Registrar	$44,280	$40,000	$53,106	50
16.0	Director, Learning Resources Center	$49,600	$39,414	$57,000	25
17.0	Director, Library Services	$62,950	$58,320	$68,747	56
18.0	Director, Computer Center	$59,400	$53,750	$66,654	44
19.0	Director, Computer Center Operations/Academic	$55,000	$48,324	$65,000	31
20.0	Director, Computer Center Operations/Administrative	$54,600	$48,491	$61,440	34
21.0	Director, Educational Media Services	$45,533	$40,953	$51,605	34
22.0	Director, Institutional Research	$44,780	$42,000	$49,500	45
23.0	Director, Special and Deferred Gifts	$38,196	$31,445	$45,000	16
24.0	Administrator, Grants and Contracts	$53,300	$44,580	$62,900	57
25.0	Director, Affirmative Action/Equal Employment	$43,000	$37,361	$48,300	55
27.0	Comptroller	$55,042	$50,000	$63,819	55
28.0	Director, Accounting	$42,699	$39,852	$50,575	47
29.0	Director, Internal Audit	$44,643	$38,500	$53,000	61
30.0	Bursar	$41,800	$36,060	$45,972	29
31.0	Director, Food Services	$40,900	$36,936	$47,880	28
32.0	Chief Physical Plant/Facilities Management Officer	$56,000	$50,390	$61,771	63
33.0	Director, Student Activities	$40,987	$31,171	$43,350	37
34.0	Director, Purchasing	$43,860	$39,000	$50,100	56
35.0	Director, Bookstore	$35,000	$31,925	$41,600	36
36.0	Director, Campus Security	$43,301	$37,250	$51,354	55
37.0	Director, Information Systems	$55,500	$46,538	$62,063	26
38.0	Director, News Bureau	$36,452	$29,784	$41,615	33
39.0	Director, Auxiliary Services	$48,400	$43,000	$58,000	29
40.0	Director, Admissions	$42,705	$38,000	$50,640	41
41.0	Director, Foreign Students	$37,014	$28,056	$40,750	35
42.0	Director, International Studies Education	$48,000	$37,050	$61,800	29
43.0	Director, Student Financial Aid	$42,893	$39,000	$47,664	56
44.0	Director, Student Placement	$40,000	$34,320	$44,280	47
45.0	Director, Student Counseling	$45,840	$40,741	$51,468	47
46.0	Director, Student Union	$41,826	$38,308	$49,238	41
47.0	Director, Student Health Services (Physician Administrator)	$68,961	$60,045	$76,750	47
48.0	Director, Student Health Services (Nurse Administrator)	$30,579	$27,204	$32,170	10
49.0	Director, Student Housing	$44,305	$41,000	$51,015	41
50.0	Director, Athletics	$69,996	$61,812	$77,184	43
51.0	Director, Athletics/Men	$51,015	$41,000	$70,000	11
52.0	Director, Athletics/Women	$42,599	$36,935	$47,206	22
53.0	Director, Campus Recreation/Intramurals	$36,239	$28,835	$41,754	45
54.0	Director, Alumni Affairs	$44,400	$34,320	$51,285	43
55.0	Director, Information Office	$47,000	$40,100	$51,251	26
56.0	Director, Community Services	$53,575	$29,007	$57,840	8
57.0	Administrator, Hospital Medical Center	$88,000	$75,061	$105,000	20
58.0	Director, Publications	$36,924	$31,254	$43,273	38
59.0	Director, Risk Management and Insurance	$44,154	$37,644	$47,250	27
60.0	Chief Planning and Budget Officer	$61,417	$57,327	$70,680	19
61.0	Chief Development and Public Relations Officer	$76,300	$66,000	$83,200	13
62.0	Director, Personnel and Affirmative Action	$43,930	$36,565	$45,900	6
64.0	Director, Housing and Food Services	$54,200	$49,008	$60,180	13
66.0	Director, Admissions and Registrar	$52,780	$46,720	$57,768	13
67.0	Dean, Architecture	$68,000	$60,700	$72,500	27
68.0	Dean, Agriculture	$75,000	$69,400	$83,160	32
69.0	Dean, Arts and Letters	$67,399	$61,740	$80,000	8
70.0	Dean, Arts and Sciences	$75,000	$68,004	$81,000	37
71.0	Dean, Business	$78,725	$71,148	$85,000	50
72.0	Dean, Communications	$68,500	$55,400	$72,439	16
73.0	Dean, Continuing Education	$57,800	$52,680	$62,500	31
74.0	Dean, Dentistry	$86,000	$81,000	$104,000	17
75.0	Dean, Education	$70,000	$63,000	$74,618	48
76.0	Dean, Engineering	$80,580	$74,945	$86,000	49
78.0	Dean, Extension	$69,360	$59,884	$73,500	16
79.0	Dean, Fine Arts	$64,400	$53,184	$73,588	20
80.0	Dean, Graduate Programs	$70,000	$63,840	$82,110	47
81.0	Dean, Health Related Professions	$68,535	$64,154	$75,000	19
82.0	Dean, Home Economics	$67,000	$61,010	$73,500	22
83.0	Dean, Humanities	$69,406	$63,500	$76,000	8
85.0	Dean, Law	$89,900	$81,000	$97,500	33
86.0	Dean, Library and Information Sciences	$55,356	$50,700	$67,000	18
88.0	Dean, Medicine	$104,352	$89,000	$134,158	32
89.0	Dean, Music	$64,350	$58,185	$77,000	14
90.0	Dean, Nursing	$69,463	$62,700	$77,198	35
91.0	Dean, Occupation Studies/Vocational Education/Technology	$64,076	$57,300	$73,500	6
92.0	Dean, Pharmacy	$76,000	$66,000	$79,500	28
93.0	Dean, Public Health	$95,700	$86,550	$106,500	7
94.0	Dean, Sciences	$76,723	$72,000	$82,000	16
95.0	Dean, Social Sciences	$72,600	$72,120	$75,100	8
96.0	Dean, Social Work	$68,199	$60,000	$74,500	26
98.0	Dean, Undergraduate Programs	$58,316	$43,308	$63,000	7
99.0	Dean, Veterinary Medicine	$80,000	$74,750	$81,000	17

Table 31
PRIVATE UNIVERSITIES WITH BUDGETS $24.9 MILLION OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: Not specified. **1985/86 BUDGET RANGE:** $1 thru $24,999,999. **CASES SELECTED:** 61.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$75,000	$65,467	$90,082	57
3.0	Executive Vice President	$57,000	$46,000	$70,000	16
4.0	Chief Academic Officer	$53,875	$47,500	$62,000	49
5.0	Chief Business Officer	$52,000	$42,902	$64,650	54
6.0	Chief Student Affairs Officer	$41,600	$34,500	$48,800	55
7.0	Chief Development Officer	$51,000	$42,200	$59,725	41
8.0	Chief Public Relations Officer	$30,680	$25,000	$38,000	36
9.0	Chief Planning Officer	$46,000	$29,400	$61,500	15
10.0	Chief Personnel/Human Resources Officer	$28,090	$25,000	$35,300	34
12.0	Chief Budgeting Officer	$39,000	$32,500	$45,900	9
14.0	Registrar	$30,200	$25,000	$33,300	56
15.0	Director, Church Relations	$20,000	$19,920	$33,706	6
16.0	Director, Learning Resources Center	$24,676	$22,000	$28,000	12
17.0	Director, Library Services	$32,535	$27,800	$39,000	52
18.0	Director, Computer Center	$37,312	$30,800	$44,200	35
19.0	Director, Computer Center Operations/Academic	$30,000	$26,400	$36,615	21
20.0	Director, Computer Center Operations/Administrative	$34,765	$28,087	$41,500	17
21.0	Director, Educational Media Services	$22,917	$19,260	$26,450	21
22.0	Director, Institutional Research	$28,000	$26,500	$44,500	10
23.0	Director, Special and Deferred Gifts	$33,768	$26,784	$40,000	27
24.0	Administrator, Grants and Contracts	$35,500	$28,675	$47,000	11
26.0	Chaplain	$27,624	$24,336	$36,400	29
27.0	Comptroller	$33,900	$30,000	$42,300	50
28.0	Director, Accounting	$26,600	$22,500	$30,500	22
29.0	Director, Internal Audit	$24,000	$22,310	$26,700	5
30.0	Bursar	$23,089	$19,200	$26,500	10
31.0	Director, Food Services	$32,580	$31,500	$42,750	14
32.0	Chief Physical Plant/Facilities Management Officer	$35,432	$29,424	$42,500	53
33.0	Director, Student Activities	$20,782	$18,250	$24,900	34
34.0	Director, Purchasing	$24,735	$17,580	$28,650	33
35.0	Director, Bookstore	$21,776	$17,500	$24,108	37
36.0	Director, Campus Security	$22,416	$19,916	$27,200	45
37.0	Director, Information Systems	$35,292	$30,050	$42,000	9
38.0	Director, News Bureau	$22,050	$18,000	$25,000	20
39.0	Director, Auxiliary Services	$30,000	$22,000	$36,324	11
40.0	Director, Admissions	$33,873	$27,369	$41,000	47
41.0	Director, Foreign Students	$20,940	$19,000	$21,624	13
43.0	Director, Student Financial Aid	$27,560	$23,273	$33,000	58
44.0	Director, Student Placement	$24,000	$21,950	$29,630	41
45.0	Director, Student Counseling	$27,100	$23,500	$30,850	36
46.0	Director, Student Union	$20,000	$18,298	$22,640	17
47.0	Director, Student Health Services (Physician Administrator)	$36,623	$22,987	$56,000	7
48.0	Director, Student Health Services (Nurse Administrator)	$22,000	$18,375	$25,224	31
49.0	Director, Student Housing	$22,050	$18,900	$27,054	39
50.0	Director, Athletics	$35,500	$30,860	$43,500	42
51.0	Director, Athletics/Men	$27,600	$21,213	$34,950	7
52.0	Director, Athletics/Women	$24,000	$22,400	$31,020	9
53.0	Director, Campus Recreation/Intramurals	$19,800	$18,900	$22,123	17
54.0	Director, Alumni Affairs	$25,000	$21,000	$31,050	48
55.0	Director, Information Office	$25,000	$21,850	$32,500	21
56.0	Director, Community Services	$23,000	$16,000	$31,800	8
58.0	Director, Publications	$23,600	$21,420	$28,659	21
60.0	Chief Planning and Budget Officer	$46,000	$40,800	$48,800	5
61.0	Chief Development and Public Relations Officer	$52,682	$45,000	$59,000	11
62.0	Director, Personnel and Affirmative Action	$28,350	$26,250	$35,300	8
63.0	Director, Admissions and Financial Aid	$42,000	$40,000	$53,000	10
70.0	Dean, Arts and Sciences	$44,000	$40,106	$50,100	32
71.0	Dean, Business	$50,345	$41,000	$57,000	36
73.0	Dean, Continuing Education	$38,004	$28,406	$41,281	22
75.0	Dean, Education	$40,400	$35,588	$43,800	20
76.0	Dean, Engineering	$53,000	$48,972	$57,000	9
79.0	Dean, Fine Arts	$49,300	$40,327	$53,250	7
80.0	Dean, Graduate Programs	$43,675	$36,804	$51,125	15
83.0	Dean, Humanities	$32,727	$30,300	$40,053	6
85.0	Dean, Law	$77,625	$60,000	$85,000	11
89.0	Dean, Music	$44,100	$41,000	$50,596	7
90.0	Dean, Nursing	$40,500	$36,800	$48,300	14

Table 32
PRIVATE UNIVERSITIES WITH BUDGETS $25-49.9 MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: Not specified. **1985/86 BUDGET RANGE:** $25,000,000 thru $49,999,999. **CASES SELECTED:** 30.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$90,000	$81,500	$106,400	26
3.0	Executive Vice President	$76,500	$62,500	$79,600	5
4.0	Chief Academic Officer	$68,500	$58,000	$80,000	25
5.0	Chief Business Officer	$62,500	$56,000	$76,500	27
6.0	Chief Student Affairs Officer	$54,750	$44,000	$59,364	28
7.0	Chief Development Officer	$57,850	$52,800	$68,000	23
8.0	Chief Public Relations Officer	$38,250	$34,320	$47,250	18
10.0	Chief Personnel/Human Resources Officer	$37,000	$29,000	$47,025	20
12.0	Chief Budgeting Officer	$39,640	$34,776	$44,527	13
13.0	General Counsel	$48,000	$44,945	$52,660	6
14.0	Registrar	$36,500	$30,500	$41,350	28
15.0	Director, Church Relations	$36,320	$31,780	$41,520	6
16.0	Director, Learning Resources Center	$34,561	$28,350	$45,000	10
17.0	Director, Library Services	$42,000	$34,680	$50,619	27
18.0	Director, Computer Center	$44,000	$34,250	$51,208	20
19.0	Director, Computer Center Operations/Academic	$39,877	$31,359	$46,000	10
20.0	Director, Computer Center Operations/Administrative	$35,000	$31,808	$42,500	12
21.0	Director, Educational Media Services	$30,000	$25,400	$33,210	13
22.0	Director, Institutional Research	$33,204	$28,900	$45,000	10
23.0	Director, Special and Deferred Gifts	$38,628	$30,700	$42,800	14
24.0	Administrator, Grants and Contracts	$30,000	$25,000	$35,500	15
25.0	Director, Affirmative Action/Equal Employment	$28,024	$22,500	$31,000	8
26.0	Chaplain	$28,251	$24,626	$37,800	14
27.0	Comptroller	$41,140	$37,000	$55,000	28
28.0	Director, Accounting	$32,341	$25,556	$38,000	16
29.0	Director, Internal Audit	$30,000	$25,194	$34,500	11
30.0	Bursar	$34,680	$27,000	$43,200	10
31.0	Director, Food Services	$30,096	$29,400	$35,750	5
32.0	Chief Physical Plant/Facilities Management Officer	$40,000	$35,018	$49,450	28
33.0	Director, Student Activities	$25,962	$22,000	$33,228	20
34.0	Director, Purchasing	$30,000	$26,998	$35,400	22
35.0	Director, Bookstore	$28,310	$25,200	$33,000	16
36.0	Director, Campus Security	$28,100	$24,167	$32,100	26
37.0	Director, Information Systems	$47,700	$46,250	$53,600	6
38.0	Director, News Bureau	$26,000	$20,800	$30,000	13
39.0	Director, Auxiliary Services	$27,987	$27,000	$29,250	6
40.0	Director, Admissions	$41,250	$36,824	$44,742	22
41.0	Director, Foreign Students	$23,750	$21,417	$27,730	13
43.0	Director, Student Financial Aid	$33,254	$28,214	$37,500	27
44.0	Director, Student Placement	$28,129	$24,684	$31,956	20
45.0	Director, Student Counseling	$35,892	$32,762	$37,850	16
46.0	Director, Student Union	$26,500	$21,362	$33,180	10
47.0	Director, Student Health Services (Physician Administrator)	$23,300	$21,465	$56,500	5
48.0	Director, Student Health Services (Nurse Administrator)	$20,403	$19,420	$23,500	14
49.0	Director, Student Housing	$28,480	$20,500	$33,500	17
50.0	Director, Athletics	$43,636	$38,950	$48,000	21
53.0	Director, Campus Recreation/Intramurals	$22,000	$19,500	$27,500	12
54.0	Director, Alumni Affairs	$28,927	$24,111	$35,850	22
55.0	Director, Information Office	$30,375	$24,000	$40,788	10
58.0	Director, Publications	$25,974	$18,000	$30,988	12
61.0	Chief Development and Public Relations Officer	$74,500	$53,750	$78,000	7
62.0	Director, Personnel and Affirmative Action	$35,280	$32,760	$41,025	9
70.0	Dean, Arts and Sciences	$58,425	$48,000	$63,600	15
71.0	Dean, Business	$59,000	$54,000	$69,892	22
73.0	Dean, Continuing Education	$50,000	$30,740	$58,644	11
75.0	Dean, Education	$51,000	$45,500	$55,500	13
76.0	Dean, Engineering	$63,238	$55,500	$73,500	10
80.0	Dean, Graduate Programs	$54,000	$46,000	$58,800	16
85.0	Dean, Law	$81,500	$77,174	$90,000	14
90.0	Dean, Nursing	$51,597	$50,315	$61,832	10
98.0	Dean, Undergraduate Programs	$47,455	$42,700	$54,000	5

Table 33
PRIVATE UNIVERSITIES WITH BUDGETS $50-99.9 MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Independent, Private Religious.
FTE-ENROLLMENT RANGE: Not specified. **1985/86 BUDGET RANGE:** $50,000,000 thru $99,999,999. **CASES SELECTED:** 20.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$110,000	$100,000	$120,000	17
3.0	Executive Vice President	$89,000	$75,404	$98,500	8
4.0	Chief Academic Officer	$78,400	$72,000	$89,000	17
5.0	Chief Business Officer	$74,330	$73,000	$78,500	18
6.0	Chief Student Affairs Officer	$58,000	$52,500	$65,250	17
7.0	Chief Development Officer	$67,410	$59,000	$81,700	14
8.0	Chief Public Relations Officer	$42,000	$40,710	$47,500	10
10.0	Chief Personnel/Human Resources Officer	$42,000	$40,400	$49,275	14
12.0	Chief Budgeting Officer	$47,000	$38,000	$55,540	11
13.0	General Counsel	$60,000	$54,350	$70,200	7
14.0	Registrar	$38,390	$30,000	$44,700	18
15.0	Director, Church Relations	$28,364	$25,000	$46,701	6
17.0	Director, Library Services	$49,700	$43,264	$55,200	20
18.0	Director, Computer Center	$54,000	$50,000	$65,000	17
19.0	Director, Computer Center Operations/Academic	$38,016	$37,400	$46,000	6
20.0	Director, Computer Center Operations/Administrative	$44,867	$36,300	$49,600	6
21.0	Director, Educational Media Services	$30,000	$26,100	$32,500	8
22.0	Director, Institutional Research	$35,738	$26,250	$43,350	11
23.0	Director, Special and Deferred Gifts	$44,310	$35,000	$55,120	7
24.0	Administrator, Grants and Contracts	$38,392	$36,471	$45,500	17
25.0	Director, Affirmative Action/Equal Employment	$36,750	$34,750	$43,441	9
26.0	Chaplain	$29,100	$26,138	$34,000	9
27.0	Comptroller	$50,200	$42,500	$59,800	19
28.0	Director, Accounting	$38,000	$33,000	$45,988	13
29.0	Director, Internal Audit	$34,000	$30,700	$40,800	14
30.0	Bursar	$34,800	$31,000	$42,800	13
32.0	Chief Physical Plant/Facilities Management Officer	$52,500	$47,429	$53,500	19
33.0	Director, Student Activities	$30,100	$22,880	$37,500	11
34.0	Director, Purchasing	$33,200	$30,000	$35,505	15
35.0	Director, Bookstore	$34,300	$29,022	$43,500	12
36.0	Director, Campus Security	$36,800	$30,595	$40,280	18
37.0	Director, Information Systems	$49,390	$44,100	$62,600	6
38.0	Director, News Bureau	$32,950	$22,260	$43,870	8
39.0	Director, Auxiliary Services	$39,000	$33,280	$40,440	8
40.0	Director, Admissions	$41,230	$37,000	$52,000	15
41.0	Director, Foreign Students	$30,500	$23,948	$39,532	10
43.0	Director, Student Financial Aid	$40,000	$30,500	$45,759	16
44.0	Director, Student Placement	$33,346	$27,650	$35,300	18
45.0	Director, Student Counseling	$38,125	$30,390	$41,163	16
46.0	Director, Student Union	$28,000	$26,000	$28,800	9
47.0	Director, Student Health Services (Physician Administrator)	$55,120	$29,286	$74,150	8
48.0	Director, Student Health Services (Nurse Administrator)	$26,400	$23,806	$30,160	10
49.0	Director, Student Housing	$32,000	$26,500	$36,356	13
50.0	Director, Athletics	$53,500	$43,260	$64,200	19
52.0	Director, Athletics/Women	$30,811	$24,668	$33,000	7
53.0	Director, Campus Recreation/Intramurals	$27,825	$24,000	$34,750	10
54.0	Director, Alumni Affairs	$37,000	$34,000	$40,600	17
55.0	Director, Information Office	$34,185	$27,000	$40,000	6
58.0	Director, Publications	$32,550	$25,091	$45,000	10
61.0	Chief Development and Public Relations Officer	$67,500	$63,000	$80,000	7
62.0	Director, Personnel and Affirmative Action	$41,610	$37,500	$55,851	5
63.0	Director, Admissions and Financial Aid	$44,474	$44,000	$53,000	6
70.0	Dean, Arts and Sciences	$61,600	$56,500	$65,500	16
71.0	Dean, Business	$65,000	$55,125	$70,000	17
73.0	Dean, Continuing Education	$44,184	$44,000	$51,000	6
75.0	Dean, Education	$53,250	$51,500	$60,000	10
76.0	Dean, Engineering	$70,000	$66,000	$83,800	10
80.0	Dean, Graduate Programs	$62,727	$53,000	$69,400	11
85.0	Dean, Law	$82,290	$80,000	$93,380	14
89.0	Dean, Music	$58,500	$53,521	$69,445	5
90.0	Dean, Nursing	$59,500	$50,400	$62,000	6

Table 34
PRIVATE UNIVERSITIES WITH BUDGETS $100-149.9 MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: Not specified. **1985/86 BUDGET RANGE:** $100,000,000 thru $149,999,999. **CASES SELECTED:** 6.

POS	TITLE	MED	Q1	Q3	N
4.0	Chief Academic Officer	$90,900	$88,000	$92,000	5
5.0	Chief Business Officer	$100,000	$73,000	$110,000	5
6.0	Chief Student Affairs Officer	$62,400	$52,000	$74,200	6
7.0	Chief Development Officer	$67,700	$52,000	$89,000	5
10.0	Chief Personnel/Human Resources Officer	$47,500	$47,000	$57,650	5
14.0	Registrar	$39,000	$37,800	$42,500	5
17.0	Director, Library Services	$53,000	$52,000	$71,400	6
18.0	Director, Computer Center	$59,300	$53,000	$61,200	5
27.0	Comptroller	$50,000	$48,465	$57,860	6
28.0	Director, Accounting	$34,599	$34,400	$45,500	5
32.0	Chief Physical Plant/Facilities Management Officer	$59,500	$57,300	$65,000	6
34.0	Director, Purchasing	$44,500	$41,500	$48,800	6
35.0	Director, Bookstore	$36,000	$35,140	$40,450	5
36.0	Director, Campus Security	$38,200	$34,150	$42,100	6
40.0	Director, Admissions	$47,500	$43,400	$50,000	5
43.0	Director, Student Financial Aid	$34,937	$33,800	$37,600	6
44.0	Director, Student Placement	$39,800	$31,600	$40,000	5
45.0	Director, Student Counseling	$35,100	$32,313	$46,500	5
50.0	Director, Athletics	$43,500	$43,100	$68,800	5
53.0	Director, Campus Recreation/Intramurals	$25,000	$22,933	$35,605	6
54.0	Director, Alumni Affairs	$40,250	$37,800	$54,000	6
70.0	Dean, Arts and Sciences	$71,500	$68,800	$74,700	5
71.0	Dean, Business	$74,000	$62,000	$96,000	6

Table 35

PRIVATE UNIVERSITIES WITH BUDGETS $150 MILLION OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** $150,000,000 or more. **CASES SELECTED:** 22.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$127,000	$115,000	$175,000	14
3.0	Executive Vice President	$110,000	$108,120	$112,500	9
4.0	Chief Academic Officer	$100,000	$90,000	$115,000	15
5.0	Chief Business Officer	$86,000	$84,000	$100,000	14
6.0	Chief Student Affairs Officer	$66,500	$54,000	$75,000	16
7.0	Chief Development Officer	$76,500	$63,000	$100,000	12
8.0	Chief Public Relations Officer	$56,581	$51,039	$68,680	14
9.0	Chief Planning Officer	$63,000	$52,000	$73,000	5
10.0	Chief Personnel/Human Resources Officer	$60,000	$55,000	$66,000	18
11.0	Chief Health Professions Officer	$141,000	$126,000	$162,000	10
12.0	Chief Budgeting Officer	$50,700	$48,400	$60,700	15
13.0	General Counsel	$70,290	$57,500	$81,000	11
14.0	Registrar	$42,071	$38,038	$50,500	21
16.0	Director, Learning Resources Center	$26,762	$22,900	$39,550	6
17.0	Director, Library Services	$60,900	$56,000	$67,500	20
18.0	Director, Computer Center	$62,000	$49,440	$67,012	13
19.0	Director, Computer Center Operations/Academic	$47,400	$45,000	$55,000	16
20.0	Director, Computer Center Operations/Administrative	$55,440	$44,000	$63,900	14
21.0	Director, Educational Media Services	$36,924	$31,106	$43,000	12
22.0	Director, Institutional Research	$44,700	$39,711	$56,000	12
23.0	Director, Special and Deferred Gifts	$39,636	$37,485	$53,530	14
24.0	Administrator, Grants and Contracts	$46,093	$42,400	$58,500	18
25.0	Director, Affirmative Action/Equal Employment	$47,484	$38,830	$57,500	12
26.0	Chaplain	$43,150	$35,102	$44,331	10
27.0	Comptroller	$66,000	$59,000	$69,000	19
28.0	Director, Accounting	$47,000	$42,800	$53,063	17
29.0	Director, Internal Audit	$45,500	$41,885	$55,000	19
30.0	Bursar	$35,000	$29,494	$50,500	16
31.0	Director, Food Services	$47,995	$47,600	$52,000	10
32.0	Chief Physical Plant/Facilities Management Officer	$58,000	$55,000	$65,010	21
33.0	Director, Student Activities	$29,798	$23,400	$36,500	16
34.0	Director, Purchasing	$41,500	$37,350	$47,000	20
35.0	Director, Bookstore	$41,450	$35,100	$48,050	15
36.0	Director, Campus Security	$39,000	$33,475	$46,000	22
37.0	Director, Information Systems	$57,000	$48,000	$70,000	12
38.0	Director, News Bureau	$32,800	$28,415	$37,650	12
39.0	Director, Auxiliary Services	$58,000	$44,500	$61,000	11
40.0	Director, Admissions	$46,500	$43,990	$53,000	18
41.0	Director, Foreign Students	$32,792	$27,292	$39,000	14
42.0	Director, International Studies Education	$48,000	$30,500	$59,565	6
43.0	Director, Student Financial Aid	$43,200	$39,500	$50,887	19
44.0	Director, Student Placement	$34,000	$29,548	$37,960	20
45.0	Director, Student Counseling	$43,300	$35,897	$44,310	17
46.0	Director, Student Union	$32,670	$30,450	$46,000	11
47.0	Director, Student Health Services (Physician Administrator)	$76,080	$62,183	$82,169	15
48.0	Director, Student Health Services (Nurse Administrator)	$29,234	$25,850	$30,000	8
49.0	Director, Student Housing	$40,050	$31,750	$50,782	18
50.0	Director, Athletics	$62,370	$48,260	$75,000	17
52.0	Director, Athletics/Women	$35,000	$27,800	$52,200	7
53.0	Director, Campus Recreation/Intramurals	$34,515	$30,356	$37,600	13
54.0	Director, Alumni Affairs	$46,000	$39,000	$52,000	18
55.0	Director, Information Office	$37,100	$30,500	$47,500	9
56.0	Director, Community Services	$48,100	$37,750	$58,600	7
57.0	Administrator, Hospital Medical Center	$100,000	$91,000	$127,000	5
58.0	Director, Publications	$37,650	$31,567	$46,305	12
59.0	Director, Risk Management and Insurance	$42,800	$30,500	$51,000	18
61.0	Chief Development and Public Relations Officer	$95,000	$84,000	$106,500	5
63.0	Director, Admissions and Financial Aid	$58,500	$57,000	$70,000	5
67.0	Dean, Architecture	$71,000	$66,500	$84,000	7
70.0	Dean, Arts and Sciences	$77,700	$65,000	$90,000	15
71.0	Dean, Business	$86,000	$75,000	$101,000	16
72.0	Dean, Communications	$85,000	$77,600	$86,000	5
73.0	Dean, Continuing Education	$66,000	$60,000	$69,600	11
74.0	Dean, Dentistry	$89,040	$88,000	$104,000	8
75.0	Dean, Education	$72,000	$58,300	$80,000	8
76.0	Dean, Engineering	$88,500	$75,000	$93,000	15
79.0	Dean, Fine Arts	$70,000	$67,105	$79,000	6
80.0	Dean, Graduate Programs	$72,345	$56,856	$91,400	11
85.0	Dean, Law	$106,000	$84,000	$121,350	15
88.0	Dean, Medicine	$135,000	$127,000	$160,000	12
90.0	Dean, Nursing	$71,760	$65,000	$81,500	10
96.0	Dean, Social Work	$73,000	$66,400	$79,000	9

Table 36
PUBLIC 4-YEAR COLLEGES WITH BUDGETS $9.9 MILLION OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified.
1985/86 BUDGET RANGE: $1 thru $9,999,999. **CASES SELECTED:** 35.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$55,700	$51,052	$67,150	34
4.0	Chief Academic Officer	$46,000	$40,154	$53,430	35
5.0	Chief Business Officer	$42,425	$37,209	$49,488	34
6.0	Chief Student Affairs Officer	$36,143	$28,824	$41,359	32
7.0	Chief Development Officer	$36,768	$26,918	$39,240	12
8.0	Chief Public Relations Officer	$27,084	$24,527	$28,700	17
10.0	Chief Personnel/Human Resources Officer	$18,000	$13,020	$24,684	7
12.0	Chief Budgeting Officer	$36,190	$25,031	$43,500	7
14.0	Registrar	$29,796	$21,540	$32,239	26
16.0	Director, Learning Resources Center	$28,304	$24,735	$35,500	14
17.0	Director, Library Services	$29,425	$27,050	$32,905	25
18.0	Director, Computer Center	$31,044	$28,300	$36,183	24
19.0	Director, Computer Center Operations/Academic	$23,700	$20,835	$31,644	6
20.0	Director, Computer Center Operations/Administrative	$26,038	$19,654	$46,146	5
21.0	Director, Educational Media Services	$24,576	$21,600	$28,970	14
22.0	Director, Institutional Research	$26,722	$21,024	$31,500	6
27.0	Comptroller	$31,500	$28,284	$35,712	12
28.0	Director, Accounting	$20,000	$13,740	$31,900	11
30.0	Bursar	$18,360	$12,000	$21,072	10
31.0	Director, Food Services	$22,051	$19,500	$32,136	5
32.0	Chief Physical Plant/Facilities Management Officer	$30,975	$26,455	$32,952	29
33.0	Director, Student Activities	$22,344	$14,460	$25,992	15
34.0	Director, Purchasing	$21,662	$13,944	$26,640	17
35.0	Director, Bookstore	$20,364	$16,937	$23,800	24
36.0	Director, Campus Security	$18,834	$15,423	$21,256	10
39.0	Director, Auxiliary Services	$30,000	$24,745	$31,350	6
40.0	Director, Admissions	$29,615	$25,000	$32,757	21
43.0	Director, Student Financial Aid	$25,646	$21,432	$29,580	29
44.0	Director, Student Placement	$26,123	$16,900	$30,000	15
45.0	Director, Student Counseling	$24,792	$15,000	$32,510	15
46.0	Director, Student Union	$29,500	$23,568	$35,184	7
47.0	Director, Student Health Services (Physician Administrator)	$24,000	$22,200	$38,136	5
48.0	Director, Student Health Services (Nurse Administrator)	$17,323	$12,600	$21,214	12
49.0	Director, Student Housing	$25,906	$19,398	$30,240	11
50.0	Director, Athletics	$33,300	$25,776	$38,484	27
54.0	Director, Alumni Affairs	$23,631	$20,000	$26,300	5
55.0	Director, Information Office	$28,825	$21,463	$30,300	5
56.0	Director, Community Services	$27,306	$27,129	$30,588	6
62.0	Director, Personnel and Affirmative Action	$29,850	$27,292	$33,780	9
66.0	Director, Admissions and Registrar	$32,375	$18,000	$33,500	8
69.0	Dean, Arts and Letters	$44,000	$42,500	$45,170	7
70.0	Dean, Arts and Sciences	$45,900	$42,094	$48,000	5
71.0	Dean, Business	$44,402	$25,524	$47,250	15
73.0	Dean, Continuing Education	$34,716	$29,000	$44,273	11
75.0	Dean, Education	$42,600	$34,958	$45,321	20
76.0	Dean, Engineering	$50,004	$37,344	$55,655	5
80.0	Dean, Graduate Programs	$43,008	$37,400	$45,469	5
83.0	Dean, Humanities	$32,928	$24,924	$35,965	8
87.0	Dean, Mathematics	$25,416	$24,924	$42,000	5
90.0	Dean, Nursing	$40,152	$37,459	$46,000	6
91.0	Dean, Occupation Studies/Vocational Education/Technology	$42,428	$41,463	$45,500	5
94.0	Dean, Sciences	$37,600	$28,164	$45,500	14
95.0	Dean, Social Sciences	$38,000	$25,416	$45,109	11

Table 37
PUBLIC 4-YEAR COLLEGES WITH BUDGETS $10 MILLION OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified.
1985/86 BUDGET RANGE: $10,000,000 or more. **CASES SELECTED:** 70.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$71,000	$65,040	$76,050	69
3.0	Executive Vice President	$52,403	$46,500	$57,000	11
4.0	Chief Academic Officer	$60,912	$55,704	$66,200	67
5.0	Chief Business Officer	$57,600	$50,750	$60,900	69
6.0	Chief Student Affairs Officer	$50,000	$44,700	$57,031	67
7.0	Chief Development Officer	$46,000	$41,238	$52,488	28
8.0	Chief Public Relations Officer	$36,176	$31,000	$40,500	33
9.0	Chief Planning Officer	$43,419	$32,735	$64,050	11
10.0	Chief Personnel/Human Resources Officer	$38,268	$29,233	$45,456	46
12.0	Chief Budgeting Officer	$37,605	$31,000	$44,500	34
13.0	General Counsel	$36,581	$32,376	$47,688	5
14.0	Registrar	$35,702	$30,804	$41,232	63
16.0	Director, Learning Resources Center	$34,000	$28,591	$38,780	27
17.0	Director, Library Services	$42,659	$37,250	$49,580	63
18.0	Director, Computer Center	$42,263	$37,284	$45,355	54
19.0	Director, Computer Center Operations/Academic	$28,704	$27,500	$35,349	15
20.0	Director, Computer Center Operations/Administrative	$33,600	$29,604	$39,087	17
21.0	Director, Educational Media Services	$31,310	$25,947	$38,258	38
22.0	Director, Institutional Research	$35,233	$32,168	$45,600	34
24.0	Administrator, Grants and Contracts	$35,503	$28,008	$42,400	23
25.0	Director, Affirmative Action/Equal Employment	$38,215	$32,500	$42,633	21
27.0	Comptroller	$43,303	$32,553	$50,000	30
28.0	Director, Accounting	$32,699	$26,078	$39,400	39
29.0	Director, Internal Audit	$30,660	$27,000	$33,140	16
30.0	Bursar	$25,618	$23,500	$35,073	23
31.0	Director, Food Services	$27,552	$23,431	$34,344	15
32.0	Chief Physical Plant/Facilities Management Officer	$38,670	$32,736	$45,035	61
33.0	Director, Student Activities	$26,250	$22,377	$32,839	43
34.0	Director, Purchasing	$28,538	$22,189	$32,650	56
35.0	Director, Bookstore	$23,200	$20,307	$28,008	43
36.0	Director, Campus Security	$27,500	$23,413	$33,926	57
37.0	Director, Information Systems	$35,850	$30,000	$45,472	10
38.0	Director, News Bureau	$28,045	$25,200	$29,850	9
39.0	Director, Auxiliary Services	$33,478	$29,748	$38,496	24
40.0	Director, Admissions	$35,743	$32,000	$40,000	57
41.0	Director, Foreign Students	$33,509	$26,762	$39,048	8
42.0	Director, International Studies Education	$25,920	$25,721	$38,058	6
43.0	Director, Student Financial Aid	$30,750	$27,851	$34,782	68
44.0	Director, Student Placement	$31,387	$27,300	$35,742	57
45.0	Director, Student Counseling	$34,212	$30,585	$38,007	57
46.0	Director, Student Union	$31,188	$25,318	$36,797	35
47.0	Director, Student Health Services (Physician Administrator)	$60,914	$52,278	$69,120	17
48.0	Director, Student Health Services (Nurse Administrator)	$24,453	$20,000	$29,266	31
49.0	Director, Student Housing	$29,375	$24,000	$33,370	44
50.0	Director, Athletics	$41,276	$36,950	$47,751	59
52.0	Director, Athletics/Women	$30,252	$27,852	$33,467	7
53.0	Director, Campus Recreation/Intramurals	$26,901	$21,000	$32,013	30
54.0	Director, Alumni Affairs	$27,907	$20,520	$31,027	36
55.0	Director, Information Office	$27,710	$24,144	$30,291	21
56.0	Director, Community Services	$33,865	$31,680	$37,300	6
58.0	Director, Publications	$28,800	$23,500	$33,403	21
60.0	Chief Planning and Budget Officer	$40,352	$31,600	$50,400	6
61.0	Chief Development and Public Relations Officer	$51,151	$48,016	$56,808	11
62.0	Director, Personnel and Affirmative Action	$35,400	$29,200	$42,680	21
65.0	Director, Development and Alumni Affairs	$35,800	$34,234	$41,183	11
66.0	Director, Admissions and Registrar	$34,164	$29,508	$50,040	7
69.0	Dean, Arts and Letters	$47,671	$40,696	$48,996	10
70.0	Dean, Arts and Sciences	$53,485	$47,760	$58,000	32
71.0	Dean, Business	$52,638	$47,670	$60,200	42
73.0	Dean, Continuing Education	$43,944	$36,750	$52,568	39
75.0	Dean, Education	$50,059	$46,130	$55,824	36
76.0	Dean, Engineering	$53,822	$52,200	$67,200	6
79.0	Dean, Fine Arts	$45,629	$40,011	$50,400	16
80.0	Dean, Graduate Programs	$46,865	$45,320	$58,415	20
81.0	Dean, Health Related Professions	$53,886	$43,935	$56,606	10
83.0	Dean, Humanities	$46,999	$40,096	$58,043	9
87.0	Dean, Mathematics	$40,500	$35,671	$41,986	7
90.0	Dean, Nursing	$46,640	$42,000	$52,800	14
91.0	Dean, Occupation Studies/Vocational Education/Technology	$50,059	$44,785	$54,328	11
94.0	Dean, Sciences	$48,000	$43,000	$56,700	16
95.0	Dean, Social Sciences	$42,833	$37,842	$53,886	13
96.0	Dean, Social Work	$61,461	$49,750	$63,600	5
97.0	Dean, Special Programs	$44,304	$29,877	$46,110	8
98.0	Dean, Undergraduate Programs	$48,500	$48,233	$49,000	8

Table 38

PRIVATE 4-YEAR COLLEGES WITH BUDGETS $4.9 MILLION OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** $1 thru $4,999,999. **CASES SELECTED:** 101.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$47,250	$40,000	$55,200	94
3.0	Executive Vice President	$36,900	$31,500	$44,150	15
4.0	Chief Academic Officer	$34,000	$29,393	$39,400	92
5.0	Chief Business Officer	$32,500	$27,106	$38,000	93
6.0	Chief Student Affairs Officer	$26,000	$22,500	$30,500	88
7.0	Chief Development Officer	$31,875	$27,000	$35,255	74
8.0	Chief Public Relations Officer	$19,425	$16,000	$24,000	44
9.0	Chief Planning Officer	$23,015	$23,000	$34,750	5
10.0	Chief Personnel/Human Resources Officer	$18,020	$14,042	$25,000	8
14.0	Registrar	$19,760	$16,800	$24,301	85
15.0	Director, Church Relations	$21,000	$15,000	$26,304	12
16.0	Director, Learning Resources Center	$19,829	$17,523	$24,000	28
17.0	Director, Library Services	$22,600	$20,115	$25,085	86
18.0	Director, Computer Center	$21,600	$18,900	$27,545	47
19.0	Director, Computer Center Operations/Academic	$20,600	$15,314	$25,941	8
20.0	Director, Computer Center Operations/Administrative	$19,790	$15,600	$25,000	10
21.0	Director, Educational Media Services	$18,585	$16,800	$21,840	20
22.0	Director, Institutional Research	$19,636	$16,800	$26,941	14
23.0	Director, Special and Deferred Gifts	$26,000	$21,650	$29,870	15
24.0	Administrator, Grants and Contracts	$18,900	$15,000	$28,000	7
26.0	Chaplain	$18,975	$16,440	$21,852	32
27.0	Comptroller	$22,336	$17,500	$27,500	31
28.0	Director, Accounting	$18,500	$14,000	$20,895	22
30.0	Bursar	$14,000	$12,600	$22,399	11
31.0	Director, Food Services	$20,000	$14,245	$23,200	28
32.0	Chief Physical Plant/Facilities Management Officer	$21,730	$18,500	$25,920	69
33.0	Director, Student Activities	$18,240	$12,000	$19,055	28
34.0	Director, Purchasing	$15,070	$11,925	$18,440	11
35.0	Director, Bookstore	$12,890	$11,440	$15,000	70
36.0	Director, Campus Security	$13,910	$12,558	$14,704	12
38.0	Director, News Bureau	$17,905	$16,400	$25,614	7
40.0	Director, Admissions	$23,609	$19,000	$27,500	72
43.0	Director, Student Financial Aid	$18,967	$15,500	$21,200	77
44.0	Director, Student Placement	$19,000	$16,800	$21,689	34
45.0	Director, Student Counseling	$19,521	$14,749	$22,962	28
47.0	Director, Student Health Services (Physician Administrator)	$13,242	$12,936	$15,500	5
48.0	Director, Student Health Services (Nurse Administrator)	$14,133	$11,465	$18,939	27
49.0	Director, Student Housing	$16,052	$13,992	$20,160	24
50.0	Director, Athletics	$23,789	$19,720	$28,080	46
52.0	Director, Athletics/Women	$16,424	$15,477	$22,231	6
53.0	Director, Campus Recreation/Intramurals	$17,600	$15,750	$18,000	9
54.0	Director, Alumni Affairs	$18,000	$16,011	$22,500	52
55.0	Director, Information Office	$16,480	$15,480	$20,567	14
56.0	Director, Community Services	$17,000	$13,000	$24,000	9
58.0	Director, Publications	$19,250	$16,000	$24,135	13
61.0	Chief Development and Public Relations Officer	$30,500	$18,900	$33,000	10
63.0	Director, Admissions and Financial Aid	$25,000	$22,000	$32,700	14
70.0	Dean, Arts and Sciences	$31,973	$23,625	$33,075	5
71.0	Dean, Business	$28,353	$25,000	$34,600	11
73.0	Dean, Continuing Education	$26,000	$19,950	$28,693	16
75.0	Dean, Education	$25,968	$24,250	$29,400	11
80.0	Dean, Graduate Programs	$30,000	$21,000	$36,160	7
83.0	Dean, Humanities	$29,925	$25,944	$31,375	11
90.0	Dean, Nursing	$35,842	$31,500	$37,500	7
94.0	Dean, Sciences	$28,852	$26,500	$31,212	10
95.0	Dean, Social Sciences	$28,000	$25,142	$32,867	7

Table 39
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $5-14.9 MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** $5,000,000 thru $14,999,999. **CASES SELECTED:** 223.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$64,000	$55,000	$75,000	216
3.0	Executive Vice President	$47,730	$42,166	$54,000	36
4.0	Chief Academic Officer	$45,163	$39,800	$52,000	209
5.0	Chief Business Officer	$44,000	$37,193	$52,000	214
6.0	Chief Student Affairs Officer	$34,500	$30,000	$40,000	208
7.0	Chief Development Officer	$41,000	$35,000	$48,500	184
8.0	Chief Public Relations Officer	$26,500	$21,200	$32,000	130
9.0	Chief Planning Officer	$35,000	$30,294	$40,125	34
10.0	Chief Personnel/Human Resources Officer	$23,268	$20,000	$28,750	58
11.0	Chief Health Professions Officer	$16,500	$15,449	$33,000	6
12.0	Chief Budgeting Officer	$33,480	$30,933	$38,000	16
14.0	Registrar	$25,983	$22,105	$30,000	210
15.0	Director, Church Relations	$25,000	$20,000	$29,844	40
16.0	Director, Learning Resources Center	$23,790	$19,747	$27,000	71
17.0	Director, Library Services	$28,758	$24,650	$32,921	199
18.0	Director, Computer Center	$29,120	$24,785	$34,680	126
19.0	Director, Computer Center Operations/Academic	$30,000	$24,341	$35,000	45
20.0	Director, Computer Center Operations/Administrative	$26,250	$22,000	$31,500	46
21.0	Director, Educational Media Services	$21,170	$17,135	$25,500	75
22.0	Director, Institutional Research	$27,300	$21,622	$33,511	42
23.0	Director, Special and Deferred Gifts	$28,176	$24,000	$34,200	67
24.0	Administrator, Grants and Contracts	$27,828	$22,050	$31,888	25
25.0	Director, Affirmative Action/Equal Employment	$25,500	$25,000	$26,850	5
26.0	Chaplain	$24,600	$18,500	$29,935	121
27.0	Comptroller	$28,500	$25,167	$34,346	143
28.0	Director, Accounting	$22,500	$18,367	$26,500	71
29.0	Director, Internal Audit	$16,900	$16,000	$30,320	6
30.0	Bursar	$21,000	$18,066	$25,040	37
31.0	Director, Food Services	$27,376	$22,750	$32,000	57
32.0	Chief Physical Plant/Facilities Management Officer	$29,808	$25,500	$34,332	177
33.0	Director, Student Activities	$19,000	$16,100	$22,056	132
34.0	Director, Purchasing	$21,630	$18,030	$26,200	56
35.0	Director, Bookstore	$17,700	$14,687	$22,000	149
36.0	Director, Campus Security	$19,034	$16,000	$23,800	118
37.0	Director, Information Systems	$25,000	$20,000	$39,508	19
38.0	Director, News Bureau	$19,843	$16,000	$23,000	39
39.0	Director, Auxiliary Services	$27,640	$22,600	$32,300	28
40.0	Director, Admissions	$30,700	$25,970	$35,500	190
41.0	Director, Foreign Students	$19,000	$15,300	$22,428	30
42.0	Director, International Studies Education	$22,500	$19,736	$30,000	19
43.0	Director, Student Financial Aid	$23,110	$20,436	$27,600	202
44.0	Director, Student Placement	$22,046	$18,804	$25,920	160
45.0	Director, Student Counseling	$23,500	$20,000	$28,000	118
46.0	Director, Student Union	$20,210	$18,411	$24,129	34
47.0	Director, Student Health Services (Physician Administrator)	$23,067	$17,000	$32,628	22
48.0	Director, Student Health Services (Nurse Administrator)	$19,022	$15,200	$21,333	131
49.0	Director, Student Housing	$18,735	$16,200	$22,712	130
50.0	Director, Athletics	$30,000	$24,000	$34,350	156
51.0	Director, Athletics/Men	$32,287	$29,000	$36,667	10
52.0	Director, Athletics/Women	$25,763	$21,480	$34,000	26
53.0	Director, Campus Recreation/Intramurals	$16,500	$13,416	$19,350	36
54.0	Director, Alumni Affairs	$21,279	$18,060	$25,000	185
55.0	Director, Information Office	$21,147	$18,100	$26,500	56
56.0	Director, Community Services	$21,900	$19,000	$29,100	18
58.0	Director, Publications	$20,716	$17,000	$25,120	57
61.0	Chief Development and Public Relations Officer	$40,750	$35,000	$49,400	27
62.0	Director, Personnel and Affirmative Action	$23,000	$19,500	$28,000	27
63.0	Director, Admissions and Financial Aid	$33,000	$29,505	$37,800	32
65.0	Director, Development and Alumni Affairs	$26,500	$23,440	$28,000	6
69.0	Dean, Arts and Letters	$38,382	$30,000	$41,513	5
70.0	Dean, Arts and Sciences	$38,977	$32,870	$44,000	16
71.0	Dean, Business	$36,500	$29,820	$42,800	40
72.0	Dean, Communications	$33,333	$27,375	$38,292	7
73.0	Dean, Continuing Education	$32,500	$27,420	$38,000	49
75.0	Dean, Education	$33,079	$26,208	$39,076	23
79.0	Dean, Fine Arts	$33,726	$30,000	$40,950	23
80.0	Dean, Graduate Programs	$35,000	$27,300	$42,092	24
81.0	Dean, Health Related Professions	$30,667	$30,544	$53,060	6
83.0	Dean, Humanities	$33,600	$26,900	$40,112	25
87.0	Dean, Mathematics	$32,000	$30,400	$38,292	9
89.0	Dean, Music	$38,775	$28,000	$46,000	11
90.0	Dean, Nursing	$34,650	$30,000	$39,936	34
94.0	Dean, Sciences	$34,493	$28,674	$41,067	33
95.0	Dean, Social Sciences	$33,072	$28,703	$39,600	26
97.0	Dean, Special Programs	$30,000	$27,300	$35,154	14
98.0	Dean, Undergraduate Programs	$34,000	$29,000	$39,000	9

Table 40
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $15 MILLION OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** $15,000,000 or more. **CASES SELECTED:** 82.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$87,400	$76,000	$102,500	74
3.0	Executive Vice President	$64,400	$56,892	$69,000	18
4.0	Chief Academic Officer	$63,000	$52,584	$70,000	79
5.0	Chief Business Officer	$62,870	$54,000	$72,000	76
6.0	Chief Student Affairs Officer	$46,851	$40,710	$53,600	75
7.0	Chief Development Officer	$56,100	$47,600	$65,200	67
8.0	Chief Public Relations Officer	$37,060	$30,225	$44,300	54
9.0	Chief Planning Officer	$46,123	$40,000	$52,000	10
10.0	Chief Personnel/Human Resources Officer	$34,000	$29,700	$39,160	63
12.0	Chief Budgeting Officer	$39,160	$36,000	$45,000	25
13.0	General Counsel	$49,135	$36,500	$64,000	7
14.0	Registrar	$32,000	$29,000	$37,441	80
15.0	Director, Church Relations	$34,840	$30,917	$38,870	9
16.0	Director, Learning Resources Center	$25,450	$23,000	$31,200	14
17.0	Director, Library Services	$40,000	$35,651	$48,400	75
18.0	Director, Computer Center	$42,896	$37,300	$46,100	45
19.0	Director, Computer Center Operations/Academic	$35,000	$28,890	$39,451	41
20.0	Director, Computer Center Operations/Administrative	$36,800	$29,300	$39,590	34
21.0	Director, Educational Media Services	$23,728	$20,650	$25,750	24
22.0	Director, Institutional Research	$31,400	$23,546	$37,690	24
23.0	Director, Special and Deferred Gifts	$35,350	$31,600	$41,000	36
24.0	Administrator, Grants and Contracts	$29,328	$22,972	$34,700	26
25.0	Director, Affirmative Action/Equal Employment	$30,000	$28,800	$32,000	8
26.0	Chaplain	$29,030	$22,200	$33,535	45
27.0	Comptroller	$41,850	$35,100	$45,620	61
28.0	Director, Accounting	$27,100	$24,892	$30,800	31
29.0	Director, Internal Audit	$28,100	$23,700	$32,000	10
30.0	Bursar	$26,575	$23,000	$30,000	29
31.0	Director, Food Services	$41,020	$32,175	$46,184	21
32.0	Chief Physical Plant/Facilities Management Officer	$40,500	$35,560	$47,200	74
33.0	Director, Student Activities	$25,000	$22,200	$30,500	49
34.0	Director, Purchasing	$29,000	$24,675	$33,000	45
35.0	Director, Bookstore	$24,100	$20,330	$28,300	46
36.0	Director, Campus Security	$27,000	$23,818	$30,200	70
37.0	Director, Information Systems	$40,300	$35,125	$51,304	10
38.0	Director, News Bureau	$24,000	$19,000	$27,150	24
39.0	Director, Auxiliary Services	$32,755	$31,000	$39,600	18
40.0	Director, Admissions	$42,071	$36,707	$48,500	74
41.0	Director, Foreign Students	$25,556	$22,600	$29,500	14
42.0	Director, International Studies Education	$36,650	$26,000	$40,600	11
43.0	Director, Student Financial Aid	$33,600	$29,000	$38,575	77
44.0	Director, Student Placement	$27,050	$23,108	$32,000	73
45.0	Director, Student Counseling	$33,580	$28,000	$39,300	59
46.0	Director, Student Union	$26,200	$21,000	$35,076	16
47.0	Director, Student Health Services (Physician Administrator)	$56,667	$27,000	$66,900	26
48.0	Director, Student Health Services (Nurse Administrator)	$25,200	$21,053	$27,909	49
49.0	Director, Student Housing	$24,600	$20,000	$29,000	68
50.0	Director, Athletics	$40,150	$34,702	$46,978	63
52.0	Director, Athletics/Women	$27,560	$26,200	$32,200	11
53.0	Director, Campus Recreation/Intramurals	$23,800	$19,260	$27,570	25
54.0	Director, Alumni Affairs	$29,496	$24,840	$36,000	66
55.0	Director, Information Office	$28,800	$25,805	$33,728	27
56.0	Director, Community Services	$21,627	$19,656	$36,657	6
58.0	Director, Publications	$26,600	$24,200	$30,000	38
61.0	Chief Development and Public Relations Officer	$52,000	$48,900	$58,500	12
62.0	Director, Personnel and Affirmative Action	$31,872	$28,500	$39,400	16
63.0	Director, Admissions and Financial Aid	$45,300	$39,200	$50,000	13
65.0	Director, Development and Alumni Affairs	$40,000	$33,000	$50,000	6
70.0	Dean, Arts and Sciences	$52,062	$46,500	$62,050	16
71.0	Dean, Business	$55,000	$44,820	$58,900	18
73.0	Dean, Continuing Education	$43,422	$34,503	$49,000	27
75.0	Dean, Education	$34,000	$29,865	$50,600	8
80.0	Dean, Graduate Programs	$50,153	$44,520	$61,900	18
83.0	Dean, Humanities	$33,155	$31,233	$36,000	5
85.0	Dean, Law	$43,860	$39,000	$79,750	8
90.0	Dean, Nursing	$45,850	$40,000	$47,758	5
94.0	Dean, Sciences	$31,233	$28,644	$49,574	6
98.0	Dean, Undergraduate Programs	$54,500	$40,000	$60,500	9

Table 41
2-YEAR COLLEGES WITH BUDGETS $4.9 MILLION OR LESS (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** $1 thru $4,999,999. **CASES SELECTED:** 158.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$40,000	$38,000	$55,239	5
2.0	Chief Executive Officer, Single Institution	$52,937	$46,000	$58,500	145
3.0	Executive Vice President	$37,000	$34,800	$43,000	16
4.0	Chief Academic Officer	$40,000	$32,558	$44,200	144
5.0	Chief Business Officer	$36,200	$29,700	$42,000	142
6.0	Chief Student Affairs Officer	$35,250	$29,460	$40,600	115
7.0	Chief Development Officer	$30,300	$25,880	$36,420	36
8.0	Chief Public Relations Officer	$22,140	$19,344	$27,810	43
10.0	Chief Personnel/Human Resources Officer	$20,460	$16,600	$25,300	16
11.0	Chief Health Professions Officer	$30,000	$26,184	$30,578	5
12.0	Chief Budgeting Officer	$26,400	$20,550	$35,200	5
14.0	Registrar	$22,000	$19,000	$27,345	80
16.0	Director, Learning Resources Center	$29,375	$24,000	$34,560	67
17.0	Director, Library Services	$26,063	$22,000	$33,700	96
18.0	Director, Computer Center	$26,667	$24,486	$32,550	44
19.0	Director, Computer Center Operations/Academic	$32,908	$25,580	$34,993	5
20.0	Director, Computer Center Operations/Administrative	$21,327	$19,200	$22,000	5
21.0	Director, Educational Media Services	$25,075	$19,656	$29,462	23
22.0	Director, Institutional Research	$31,500	$19,824	$35,900	19
24.0	Administrator, Grants and Contracts	$26,130	$24,665	$30,000	6
25.0	Director, Affirmative Action/Equal Employment	$27,345	$24,300	$36,276	6
26.0	Chaplain	$22,900	$15,801	$31,239	11
27.0	Comptroller	$26,075	$20,000	$31,392	27
28.0	Director, Accounting	$21,000	$17,500	$28,241	37
30.0	Bursar	$18,500	$15,000	$20,932	12
31.0	Director, Food Services	$17,660	$15,500	$20,672	21
32.0	Chief Physical Plant/Facilities Management Officer	$24,000	$19,778	$27,500	77
33.0	Director, Student Activities	$23,067	$18,000	$28,956	41
34.0	Director, Purchasing	$17,484	$14,520	$24,800	22
35.0	Director, Bookstore	$16,120	$13,333	$18,020	57
36.0	Director, Campus Security	$16,000	$13,192	$17,000	17
37.0	Director, Information Systems	$28,002	$17,772	$34,000	8
38.0	Director, News Bureau	$19,028	$14,000	$21,660	9
40.0	Director, Admissions	$25,000	$18,309	$28,823	63
43.0	Director, Student Financial Aid	$22,974	$17,500	$29,109	102
44.0	Director, Student Placement	$22,279	$17,500	$27,473	31
45.0	Director, Student Counseling	$25,411	$21,050	$32,099	50
48.0	Director, Student Health Services (Nurse Administrator)	$16,400	$11,900	$17,333	14
49.0	Director, Student Housing	$15,468	$13,356	$20,500	17
50.0	Director, Athletics	$31,255	$22,000	$35,376	39
54.0	Director, Alumni Affairs	$15,000	$13,950	$20,000	12
55.0	Director, Information Office	$18,170	$16,356	$19,500	12
56.0	Director, Community Services	$29,661	$24,925	$36,235	38
61.0	Chief Development and Public Relations Officer	$29,900	$23,816	$40,000	7
62.0	Director, Personnel and Affirmative Action	$20,336	$17,108	$25,320	10
63.0	Director, Admissions and Financial Aid	$31,673	$26,815	$34,805	13
65.0	Director, Development and Alumni Affairs	$24,000	$19,400	$38,683	7
66.0	Director, Admissions and Registrar	$30,100	$26,762	$35,208	22
68.0	Dean, Agriculture	$37,527	$19,596	$38,000	5
70.0	Dean, Arts and Sciences	$35,688	$29,237	$39,267	14
71.0	Dean, Business	$32,282	$27,264	$36,908	24
73.0	Dean, Continuing Education	$31,394	$27,000	$34,970	31
75.0	Dean, Education	$20,600	$19,467	$29,757	9
81.0	Dean, Health Related Professions	$33,899	$31,094	$37,390	7
83.0	Dean, Humanities	$33,000	$25,464	$36,551	14
84.0	Dean, Instruction	$34,200	$32,000	$49,263	6
90.0	Dean, Nursing	$31,218	$28,752	$33,600	12
91.0	Dean, Occupation Studies/Vocational Education/Technology	$35,806	$31,600	$41,603	30
94.0	Dean, Sciences	$28,508	$22,000	$36,400	16
95.0	Dean, Social Sciences	$29,813	$27,500	$33,528	14
97.0	Dean, Special Programs	$26,850	$16,223	$38,000	11

Table 42
2-YEAR COLLEGES WITH BUDGETS $5-9.9 MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** $5,000,000 thru $9,999,999. **CASES SELECTED:** 148.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$55,771	$53,000	$59,000	10
2.0	Chief Executive Officer, Single Institution	$60,000	$54,300	$64,800	134
3.0	Executive Vice President	$48,000	$41,000	$52,538	19
4.0	Chief Academic Officer	$46,775	$43,600	$50,350	136
5.0	Chief Business Officer	$44,000	$39,607	$48,434	139
6.0	Chief Student Affairs Officer	$41,948	$37,668	$47,365	129
7.0	Chief Development Officer	$35,640	$29,540	$42,000	34
8.0	Chief Public Relations Officer	$29,160	$23,126	$33,003	60
9.0	Chief Planning Officer	$37,526	$35,241	$47,527	19
10.0	Chief Personnel/Human Resources Officer	$34,000	$29,500	$37,929	33
12.0	Chief Budgeting Officer	$32,210	$29,172	$37,397	16
14.0	Registrar	$31,238	$24,168	$37,678	83
16.0	Director, Learning Resources Center	$34,100	$29,524	$39,200	80
17.0	Director, Library Services	$32,804	$28,614	$36,685	72
18.0	Director, Computer Center	$32,360	$27,648	$36,372	69
19.0	Director, Computer Center Operations/Academic	$30,207	$28,560	$34,868	10
20.0	Director, Computer Center Operations/Administrative	$28,512	$24,276	$36,000	20
21.0	Director, Educational Media Services	$29,500	$23,073	$33,084	32
22.0	Director, Institutional Research	$31,808	$25,500	$37,300	42
24.0	Administrator, Grants and Contracts	$32,170	$27,240	$37,392	19
25.0	Director, Affirmative Action/Equal Employment	$28,912	$19,750	$34,500	5
27.0	Comptroller	$32,144	$27,528	$36,000	60
28.0	Director, Accounting	$25,100	$20,564	$29,460	34
30.0	Bursar	$20,556	$18,054	$30,392	8
31.0	Director, Food Services	$21,500	$18,309	$24,985	20
32.0	Chief Physical Plant/Facilities Management Officer	$30,704	$26,152	$36,000	110
33.0	Director, Student Activities	$27,018	$21,700	$32,129	73
34.0	Director, Purchasing	$23,453	$18,360	$27,272	40
35.0	Director, Bookstore	$20,462	$16,000	$24,100	73
36.0	Director, Campus Security	$20,865	$18,420	$23,775	28
37.0	Director, Information Systems	$39,911	$30,259	$44,600	10
39.0	Director, Auxiliary Services	$25,339	$23,368	$33,783	16
40.0	Director, Admissions	$31,258	$26,369	$35,949	65
43.0	Director, Student Financial Aid	$26,806	$22,032	$32,468	108
44.0	Director, Student Placement	$27,496	$20,518	$31,294	55
45.0	Director, Student Counseling	$32,539	$28,000	$37,318	78
46.0	Director, Student Union	$21,192	$20,304	$32,930	6
48.0	Director, Student Health Services (Nurse Administrator)	$22,388	$16,761	$31,281	26
49.0	Director, Student Housing	$21,650	$18,091	$23,500	16
50.0	Director, Athletics	$34,291	$29,135	$40,000	43
53.0	Director, Campus Recreation/Intramurals	$22,167	$21,000	$37,758	9
54.0	Director, Alumni Affairs	$21,000	$19,215	$23,100	12
55.0	Director, Information Office	$23,112	$19,926	$25,700	24
56.0	Director, Community Services	$31,568	$27,814	$39,320	52
61.0	Chief Development and Public Relations Officer	$35,805	$32,750	$43,563	15
62.0	Director, Personnel and Affirmative Action	$27,820	$24,864	$34,404	31
63.0	Director, Admissions and Financial Aid	$34,548	$32,000	$37,860	17
65.0	Director, Development and Alumni Affairs	$31,191	$24,600	$34,690	8
66.0	Director, Admissions and Registrar	$35,461	$29,890	$39,000	25
68.0	Dean, Agriculture	$37,755	$36,084	$48,458	5
69.0	Dean, Arts and Letters	$34,520	$31,500	$42,100	6
70.0	Dean, Arts and Sciences	$36,196	$35,170	$39,772	18
71.0	Dean, Business	$38,309	$34,971	$41,600	54
73.0	Dean, Continuing Education	$37,000	$32,601	$41,440	77
76.0	Dean, Engineering	$41,377	$34,850	$45,281	11
78.0	Dean, Extension	$33,376	$28,536	$40,170	12
79.0	Dean, Fine Arts	$33,083	$32,319	$38,867	5
81.0	Dean, Health Related Professions	$39,264	$35,100	$42,182	28
83.0	Dean, Humanities	$39,668	$34,501	$44,024	39
84.0	Dean, Instruction	$39,321	$34,860	$42,685	12
87.0	Dean, Mathematics	$40,170	$36,690	$43,600	12
90.0	Dean, Nursing	$36,084	$32,419	$41,623	21
91.0	Dean, Occupation Studies/Vocational Education/Technology	$38,190	$35,000	$42,688	54
94.0	Dean, Sciences	$37,931	$31,226	$44,148	28
95.0	Dean, Social Sciences	$40,035	$36,440	$43,536	27
97.0	Dean, Special Programs	$32,820	$29,253	$39,900	16
98.0	Dean, Undergraduate Programs	$39,473	$39,114	$45,570	6

Table 43

2-YEAR COLLEGES WITH BUDGETS $10-14.9 MILLION (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** $10,000,000 thru $14,999,999. **CASES SELECTED:** 57.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$61,380	$54,926	$66,611	6
2.0	Chief Executive Officer, Single Institution	$64,000	$57,900	$68,500	51
3.0	Executive Vice President	$52,153	$48,374	$58,300	10
4.0	Chief Academic Officer	$49,460	$46,010	$54,252	51
5.0	Chief Business Officer	$48,585	$43,008	$52,014	49
6.0	Chief Student Affairs Officer	$45,156	$39,986	$50,258	53
7.0	Chief Development Officer	$41,225	$37,268	$47,000	16
8.0	Chief Public Relations Officer	$31,129	$26,696	$37,776	24
9.0	Chief Planning Officer	$38,000	$36,387	$44,272	8
10.0	Chief Personnel/Human Resources Officer	$37,314	$29,208	$42,372	25
12.0	Chief Budgeting Officer	$39,831	$34,775	$46,146	10
14.0	Registrar	$32,921	$28,237	$40,125	37
16.0	Director, Learning Resources Center	$38,669	$34,389	$43,592	28
17.0	Director, Library Services	$38,232	$34,920	$39,412	25
18.0	Director, Computer Center	$38,344	$34,600	$41,953	39
19.0	Director, Computer Center Operations/Academic	$27,147	$26,697	$31,548	6
20.0	Director, Computer Center Operations/Administrative	$35,520	$29,290	$38,238	7
21.0	Director, Educational Media Services	$31,620	$23,432	$36,780	20
22.0	Director, Institutional Research	$34,500	$25,999	$38,259	15
24.0	Administrator, Grants and Contracts	$37,090	$27,097	$45,252	12
27.0	Comptroller	$37,498	$33,310	$41,508	23
28.0	Director, Accounting	$32,027	$22,500	$34,404	17
30.0	Bursar	$24,176	$19,657	$28,982	5
31.0	Director, Food Services	$26,700	$26,336	$28,762	11
32.0	Chief Physical Plant/Facilities Management Officer	$35,439	$31,486	$39,374	46
33.0	Director, Student Activities	$29,489	$24,210	$33,951	36
34.0	Director, Purchasing	$27,728	$24,282	$30,813	21
35.0	Director, Bookstore	$23,044	$20,769	$26,520	36
36.0	Director, Campus Security	$26,200	$20,440	$29,721	30
37.0	Director, Information Systems	$40,889	$38,622	$46,458	10
39.0	Director, Auxiliary Services	$29,019	$26,616	$35,713	10
40.0	Director, Admissions	$32,547	$29,871	$37,795	28
43.0	Director, Student Financial Aid	$30,650	$27,396	$37,580	49
44.0	Director, Student Placement	$28,112	$24,142	$34,688	26
45.0	Director, Student Counseling	$34,763	$31,188	$40,125	31
48.0	Director, Student Health Services (Nurse Administrator)	$26,700	$21,372	$33,222	12
49.0	Director, Student Housing	$22,965	$21,898	$27,000	8
50.0	Director, Athletics	$37,524	$29,578	$42,232	25
53.0	Director, Campus Recreation/Intramurals	$27,580	$25,571	$28,440	5
55.0	Director, Information Office	$25,075	$20,951	$25,956	11
56.0	Director, Community Services	$38,083	$30,000	$44,192	22
61.0	Chief Development and Public Relations Officer	$36,604	$34,242	$42,080	6
62.0	Director, Personnel and Affirmative Action	$32,833	$29,773	$37,800	17
66.0	Director, Admissions and Registrar	$33,026	$31,152	$44,178	9
69.0	Dean, Arts and Letters	$41,870	$39,286	$44,642	10
70.0	Dean, Arts and Sciences	$41,600	$39,779	$45,100	10
71.0	Dean, Business	$41,370	$37,457	$45,225	23
73.0	Dean, Continuing Education	$38,606	$33,705	$41,686	30
75.0	Dean, Education	$39,375	$37,422	$41,701	5
81.0	Dean, Health Related Professions	$39,817	$34,461	$44,550	19
83.0	Dean, Humanities	$41,870	$40,448	$51,541	9
84.0	Dean, Instruction	$39,440	$37,584	$44,864	10
87.0	Dean, Mathematics	$38,688	$37,800	$42,922	7
90.0	Dean, Nursing	$37,779	$36,370	$41,342	15
91.0	Dean, Occupation Studies/Vocational Education/Technology	$42,797	$39,743	$47,674	22
94.0	Dean, Sciences	$44,268	$41,971	$47,789	14
95.0	Dean, Social Sciences	$44,179	$42,924	$48,144	14
97.0	Dean, Special Programs	$31,069	$29,560	$37,843	6

Table 44

2-YEAR COLLEGES WITH BUDGETS $15 MILLION OR MORE (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** $15,000,000 or more. **CASES SELECTED:** 114.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$74,714	$68,664	$82,000	33
2.0	Chief Executive Officer, Single Institution	$67,600	$62,664	$74,268	85
3.0	Executive Vice President	$61,000	$54,054	$62,820	27
4.0	Chief Academic Officer	$54,800	$50,265	$60,820	100
5.0	Chief Business Officer	$54,541	$48,500	$59,793	103
6.0	Chief Student Affairs Officer	$51,500	$45,534	$56,316	87
7.0	Chief Development Officer	$44,538	$37,206	$48,899	36
8.0	Chief Public Relations Officer	$39,788	$34,815	$47,342	56
9.0	Chief Planning Officer	$49,598	$44,910	$54,496	30
10.0	Chief Personnel/Human Resources Officer	$46,926	$40,130	$51,086	65
11.0	Chief Health Professions Officer	$45,000	$36,757	$50,172	15
12.0	Chief Budgeting Officer	$45,425	$36,129	$51,589	41
13.0	General Counsel	$52,735	$39,635	$60,563	10
14.0	Registrar	$39,680	$32,055	$45,425	56
16.0	Director, Learning Resources Center	$43,402	$39,212	$49,156	61
17.0	Director, Library Services	$39,604	$34,011	$46,759	53
18.0	Director, Computer Center	$44,403	$39,058	$48,600	67
19.0	Director, Computer Center Operations/Academic	$41,237	$38,643	$53,367	11
20.0	Director, Computer Center Operations/Administrative	$42,979	$36,450	$50,880	9
21.0	Director, Educational Media Services	$33,950	$26,775	$39,974	38
22.0	Director, Institutional Research	$37,151	$32,200	$44,269	64
23.0	Director, Special and Deferred Gifts	$40,000	$28,093	$40,699	7
24.0	Administrator, Grants and Contracts	$32,984	$28,754	$41,684	38
25.0	Director, Affirmative Action/Equal Employment	$36,487	$29,058	$45,220	24
27.0	Comptroller	$43,714	$39,770	$46,120	54
28.0	Director, Accounting	$37,361	$32,450	$42,956	48
29.0	Director, Internal Audit	$38,210	$29,801	$43,428	29
30.0	Bursar	$30,744	$23,165	$34,500	25
31.0	Director, Food Services	$34,342	$26,145	$39,216	21
32.0	Chief Physical Plant/Facilities Management Officer	$42,116	$38,389	$47,642	82
33.0	Director, Student Activities	$33,370	$27,936	$41,627	71
34.0	Director, Purchasing	$33,413	$29,441	$40,404	67
35.0	Director, Bookstore	$27,405	$24,228	$32,107	49
36.0	Director, Campus Security	$29,014	$25,419	$34,567	64
37.0	Director, Information Systems	$46,085	$38,956	$49,585	26
38.0	Director, News Bureau	$28,262	$23,525	$33,238	7
39.0	Director, Auxiliary Services	$37,715	$30,190	$47,185	26
40.0	Director, Admissions	$37,500	$32,951	$40,728	41
41.0	Director, Foreign Students	$27,914	$23,000	$28,395	5
42.0	Director, International Studies Education	$37,860	$32,183	$47,282	7
43.0	Director, Student Financial Aid	$36,785	$30,477	$40,746	84
44.0	Director, Student Placement	$29,659	$25,020	$37,700	50
45.0	Director, Student Counseling	$39,934	$34,898	$45,425	63
46.0	Director, Student Union	$32,815	$23,858	$38,989	8
48.0	Director, Student Health Services (Nurse Administrator)	$26,555	$22,129	$33,305	27
49.0	Director, Student Housing	$28,140	$25,869	$28,262	5
50.0	Director, Athletics	$43,000	$36,876	$48,133	48
53.0	Director, Campus Recreation/Intramurals	$21,476	$19,940	$31,467	9
54.0	Director, Alumni Affairs	$24,872	$23,504	$32,481	10
55.0	Director, Information Office	$32,290	$28,526	$37,665	36
56.0	Director, Community Services	$40,000	$33,221	$47,823	48
58.0	Director, Publications	$29,887	$23,525	$38,025	15
59.0	Director, Risk Management and Insurance	$28,928	$28,610	$35,524	6
61.0	Chief Development and Public Relations Officer	$48,123	$40,560	$58,900	7
62.0	Director, Personnel and Affirmative Action	$41,590	$36,155	$48,456	26
63.0	Director, Admissions and Financial Aid	$42,898	$38,160	$45,665	7
65.0	Director, Development and Alumni Affairs	$33,728	$29,109	$42,500	6
66.0	Director, Admissions and Registrar	$39,515	$35,310	$46,691	34
69.0	Dean, Arts and Letters	$48,015	$42,300	$54,750	13
70.0	Dean, Arts and Sciences	$47,520	$41,870	$53,652	25
71.0	Dean, Business	$45,665	$41,332	$49,229	56
72.0	Dean, Communications	$44,724	$42,943	$47,321	14
73.0	Dean, Continuing Education	$44,750	$37,895	$49,920	56
75.0	Dean, Education	$38,794	$37,561	$55,400	6
76.0	Dean, Engineering	$45,000	$42,033	$55,509	16
78.0	Dean, Extension	$44,716	$37,656	$53,108	13
79.0	Dean, Fine Arts	$46,850	$43,113	$52,056	18
81.0	Dean, Health Related Professions	$47,333	$44,564	$50,359	35
83.0	Dean, Humanities	$45,577	$41,090	$50,820	27
84.0	Dean, Instruction	$50,225	$46,200	$53,774	25
86.0	Dean, Library and Information Sciences	$44,674	$41,234	$48,640	5
87.0	Dean, Mathematics	$45,200	$40,304	$50,757	23
90.0	Dean, Nursing	$43,115	$37,000	$47,528	18
91.0	Dean, Occupation Studies/Vocational Education/Technology	$46,030	$40,478	$50,820	57
94.0	Dean, Sciences	$45,433	$41,029	$48,235	26
95.0	Dean, Social Sciences	$45,336	$40,518	$48,722	35
97.0	Dean, Special Programs	$44,179	$39,162	$49,249	24

Table 45
2-YEAR TECHNICAL INSTITUTES (PRIMARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-Year Tech. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 45.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$54,802	$47,940	$59,742	29
3.0	Executive Vice President	$48,156	$47,520	$50,192	5
4.0	Chief Academic Officer	$40,620	$35,509	$47,472	38
5.0	Chief Business Officer	$36,312	$30,511	$42,570	40
6.0	Chief Student Affairs Officer	$34,725	$31,322	$40,860	41
7.0	Chief Development Officer	$34,752	$30,581	$40,700	25
8.0	Chief Public Relations Officer	$29,503	$23,850	$36,348	16
9.0	Chief Planning Officer	$36,457	$35,352	$44,004	5
10.0	Chief Personnel/Human Resources Officer	$30,714	$26,000	$38,850	18
12.0	Chief Budgeting Officer	$32,780	$30,588	$47,900	6
14.0	Registrar	$24,492	$18,000	$31,644	30
16.0	Director, Learning Resources Center	$29,544	$25,770	$32,886	17
17.0	Director, Library Services	$29,610	$26,243	$35,196	18
18.0	Director, Computer Center	$31,662	$24,668	$35,346	20
19.0	Director, Computer Center Operations/Academic	$33,810	$20,460	$46,251	7
20.0	Director, Computer Center Operations/Administrative	$26,359	$19,188	$39,480	7
21.0	Director, Educational Media Services	$28,440	$24,168	$33,214	10
22.0	Director, Institutional Research	$32,112	$27,500	$39,290	9
24.0	Administrator, Grants and Contracts	$29,850	$28,344	$33,048	5
27.0	Comptroller	$31,728	$28,957	$36,108	13
28.0	Director, Accounting	$23,832	$19,817	$24,930	16
31.0	Director, Food Services	$26,772	$14,784	$30,194	7
32.0	Chief Physical Plant/Facilities Management Officer	$29,250	$22,272	$35,400	30
33.0	Director, Student Activities	$23,478	$19,668	$34,800	12
34.0	Director, Purchasing	$19,176	$18,450	$27,096	14
35.0	Director, Bookstore	$19,464	$17,064	$22,648	16
36.0	Director, Campus Security	$20,208	$15,600	$21,300	12
37.0	Director, Information Systems	$35,490	$29,200	$37,000	5
39.0	Director, Auxiliary Services	$25,536	$21,046	$27,504	5
40.0	Director, Admissions	$27,000	$25,837	$31,692	18
43.0	Director, Student Financial Aid	$23,604	$23,000	$27,660	28
44.0	Director, Student Placement	$25,008	$22,347	$30,151	19
45.0	Director, Student Counseling	$30,012	$24,708	$34,632	15
50.0	Director, Athletics	$27,600	$24,160	$29,772	5
53.0	Director, Campus Recreation/Intramurals	$16,824	$16,680	$23,660	5
56.0	Director, Community Services	$34,560	$30,696	$37,968	6
62.0	Director, Personnel and Affirmative Action	$24,468	$22,236	$27,770	10
66.0	Director, Admissions and Registrar	$26,580	$24,072	$37,140	6
71.0	Dean, Business	$39,127	$35,947	$43,959	14
73.0	Dean, Continuing Education	$31,728	$30,014	$37,880	16
76.0	Dean, Engineering	$43,042	$33,237	$45,300	13
81.0	Dean, Health Related Professions	$43,959	$35,583	$44,232	11
90.0	Dean, Nursing	$30,830	$30,790	$44,904	6
91.0	Dean, Occupation Studies/Vocational Education/Technology	$34,516	$27,547	$40,791	7

Table 46

COMPARISON BETWEEN INSIDE HIRE AND OUTSIDE HIRE FOR ALL INSTITUTIONS (PRIMARY)

POS	TITLE	INSIDE HIRE MED	INSIDE HIRE DIFF	INSIDE HIRE N	OUTSIDE HIRE MED	OUTSIDE HIRE DIFF	OUTSIDE HIRE N
1.0	Chief Executive Officer, System	$77,040		48	$82,500	7.1%	81
2.0	Chief Executive Officer, Single Institution	$64,355		420	$66,500	3.3%	964
3.0	Executive Vice President	$55,936		180	$59,850	7.0%	109
4.0	Chief Academic Officer	$50,640		774	$52,500	3.7%	624
5.0	Chief Business Officer	$50,004	4.2%	654	$48,000		758
6.0	Chief Student Affairs Officer	$43,600	1.0%	706	$43,151		603
7.0	Chief Development Officer	$44,035		327	$45,000	2.2%	467
8.0	Chief Public Relations Officer	$38,000	24.0%	259	$30,650		467
9.0	Chief Planning Officer	$46,704	7.6%	152	$43,419		85
10.0	Chief Personnel/Human Resources Officer	$36,500		326	$38,976	6.8%	352
11.0	Chief Health Professions Officer	$82,623	51.1%	61	$54,691		35
12.0	Chief Budgeting Officer	$43,872	10.3%	258	$39,775		153
13.0	General Counsel	$54,557	4.9%	60	$52,000		128
14.0	Registrar	$30,982		704	$31,270	0.9%	440
15.0	Director, Church Relations	$26,304		36	$27,000	2.6%	54
16.0	Director, Learning Resources Center	$33,084	3.0%	244	$32,110		281
17.0	Director, Library Services	$32,793		367	$36,896	12.5%	783
18.0	Director, Computer Center	$38,550		392	$38,707	0.4%	492
19.0	Director, Computer Center Operations/Academic	$37,800	9.5%	158	$34,508		149
20.0	Director, Computer Center Operations/Administrative	$36,300	0.8%	158	$36,000		153
21.0	Director, Educational Media Services	$31,400	13.4%	217	$27,680		284
22.0	Director, Institutional Research	$37,000	5.0%	288	$35,233		208
23.0	Director, Special and Deferred Gifts	$35,000	8.2%	96	$32,348		146
24.0	Administrator, Grants and Contracts	$39,852	12.3%	221	$35,500		205
25.0	Director, Affirmative Action/Equal Employment	$37,350	1.6%	158	$36,750		140
26.0	Chaplain	$26,100	2.4%	62	$25,500		228
27.0	Comptroller	$39,160	5.1%	389	$37,250		418
28.0	Director, Accounting	$31,968	12.1%	310	$28,529		272
29.0	Director, Internal Audit	$37,389	5.1%	112	$35,570		192
30.0	Bursar	$27,905	5.0%	224	$26,575		128
31.0	Director, Food Services	$30,533	5.0%	120	$29,080		238
32.0	Chief Physical Plant/Facilities Management Officer	$36,500	0.3%	511	$36,406		698
33.0	Director, Student Activities	$29,000	22.5%	344	$23,675		418
34.0	Director, Purchasing	$29,200		411	$30,544	4.6%	309
35.0	Director, Bookstore	$20,937		380	$22,500	7.5%	473
36.0	Director, Campus Security	$26,700		301	$27,677	3.7%	497
37.0	Director, Information Systems	$43,092	2.6%	118	$42,000		99
38.0	Director, News Bureau	$29,136	16.5%	98	$25,000		177
39.0	Director, Auxiliary Services	$38,300	10.1%	209	$34,778		109
40.0	Director, Admissions	$33,080		478	$33,778	2.1%	484
41.0	Director, Foreign Students	$28,199	12.0%	133	$25,168		96
42.0	Director, International Studies Education	$39,600	25.7%	83	$31,500		48
43.0	Director, Student Financial Aid	$30,207	2.4%	584	$29,500		661
44.0	Director, Student Placement	$29,548	8.2%	367	$27,300		490
45.0	Director, Student Counseling	$35,400	14.0%	411	$31,050		409
46.0	Director, Student Union	$33,286	12.5%	173	$29,588		157
47.0	Director, Student Health Services (Physician Administrator)	$61,800	9.4%	83	$56,500		199
48.0	Director, Student Health Services (Nurse Administrator)	$25,392	21.6%	151	$20,883		342
49.0	Director, Student Housing	$27,469	11.0%	252	$24,750		365
50.0	Director, Athletics	$38,153		426	$39,000	2.2%	406
51.0	Director, Athletics/Men	$37,663		44	$40,722	8.1%	36
52.0	Director, Athletics/Women	$33,000	10.1%	77	$29,978		75
53.0	Director, Campus Recreation/Intramurals	$30,084	28.9%	151	$23,333		199
54.0	Director, Alumni Affairs	$28,452	13.8%	294	$25,000		408
55.0	Director, Information Office	$30,600	13.1%	133	$27,057		250
56.0	Director, Community Services	$36,753	21.1%	138	$30,342		122
57.0	Administrator, Hospital Medical Center	$75,804		22	$90,681	19.6%	27
58.0	Director, Publications	$29,667	12.0%	147	$26,500		197
59.0	Director, Risk Management and Insurance	$39,377	11.3%	60	$35,391		33
60.0	Chief Planning and Budget Officer	$50,400	0.5%	60	$50,136		29
61.0	Chief Development and Public Relations Officer	$50,316	2.9%	82	$48,900		101
62.0	Director, Personnel and Affirmative Action	$31,000		119	$32,472	4.7%	121
63.0	Director, Admissions and Financial Aid	$37,908	5.3%	75	$36,000		71
65.0	Director, Development and Alumni Affairs	$35,831	1.6%	48	$35,280		49
66.0	Director, Admissions and Registrar	$39,515	9.5%	120	$36,075		80
67.0	Dean, Architecture	$62,760		30	$63,000	0.4%	38
68.0	Dean, Agriculture	$63,400	6.8%	48	$59,380		36
69.0	Dean, Arts and Letters	$47,699		91	$49,248	3.2%	24
70.0	Dean, Arts and Sciences	$52,000		234	$57,240	10.1%	165
71.0	Dean, Business	$48,996		348	$57,884	18.1%	273
72.0	Dean, Communications	$46,400		48	$49,525	6.7%	35
73.0	Dean, Continuing Education	$41,440	2.0%	331	$40,620		215
74.0	Dean, Dentistry	$83,549		18	$88,000	5.3%	30
75.0	Dean, Education	$49,000		231	$57,809	18.0%	179
76.0	Dean, Engineering	$62,676		138	$69,500	10.9%	99
78.0	Dean, Extension	$50,444	7.8%	50	$46,800		29
79.0	Dean, Fine Arts	$46,100		102	$54,382	18.0%	73
80.0	Dean, Graduate Programs	$55,959	1.2%	241	$55,310		97
81.0	Dean, Health Related Professions	$47,913		107	$48,421	1.1%	80
83.0	Dean, Humanities	$40,112		146	$45,333	13.0%	52
85.0	Dean, Law	$77,724		64	$85,000	9.4%	67
86.0	Dean, Library and Information Sciences	$48,000		31	$52,344	9.1%	40
87.0	Dean, Mathematics	$41,988	2.7%	70	$40,892		25
88.0	Dean, Medicine	$109,190	4.6%	45	$104,352		32
89.0	Dean, Music	$53,521		37	$53,987	0.9%	40
90.0	Dean, Nursing	$43,034		120	$51,597	19.9%	173
91.0	Dean, Occupation Studies/Vocational Education/Technology	$43,525	3.4%	131	$42,099		85
92.0	Dean, Pharmacy	$69,700	1.8%	19	$68,500		37
94.0	Dean, Sciences	$45,500		191	$49,000	7.7%	61
95.0	Dean, Social Sciences	$42,000		152	$44,733	6.5%	44
96.0	Dean, Social Work	$55,530		39	$68,000	22.5%	31

Table 47
COMPARISON BETWEEN NONMINORITIES AND MINORITIES FOR ALL INSTITUTIONS (PRIMARY)

POS	TITLE	NON-MINORITY MED	DIFF	N	MINORITY MED	DIFF	N
1.0	Chief Executive Officer, System	$82,425	21.8%	117	$67,691		11
2.0	Chief Executive Officer, Single Institution	$66,325	9.8%	1,288	$60,410		100
3.0	Executive Vice President	$57,881	11.6%	269	$51,868		18
4.0	Chief Academic Officer	$51,592	3.4%	1,305	$49,900		99
5.0	Chief Business Officer	$49,200	16.0%	1,335	$42,400		89
6.0	Chief Student Affairs Officer	$42,929		1,153	$45,000	4.8%	167
7.0	Chief Development Officer	$45,000	15.4%	761	$39,000		37
8.0	Chief Public Relations Officer	$33,042		695	$35,657	7.9%	31
9.0	Chief Planning Officer	$47,000	44.6%	214	$32,500		21
10.0	Chief Personnel/Human Resources Officer	$37,361		604	$39,180	4.9%	85
11.0	Chief Health Professions Officer	$68,900	69.9%	95	$40,560		5
12.0	Chief Budgeting Officer	$43,175	23.0%	383	$35,094		30
13.0	General Counsel	$54,100	35.3%	175	$40,000		14
14.0	Registrar	$31,238	15.6%	1,073	$27,024		80
16.0	Director, Learning Resources Center	$32,886	7.3%	468	$30,648		59
17.0	Director, Library Services	$35,806	6.3%	1,078	$33,682		76
18.0	Director, Computer Center	$38,978	15.1%	834	$33,850		48
19.0	Director, Computer Center Operations/Academic	$37,356	21.6%	293	$30,708		18
20.0	Director, Computer Center Operations/Administrative	$37,000	27.6%	291	$29,000		22
21.0	Director, Educational Media Services	$29,780	3.7%	466	$28,704		42
22.0	Director, Institutional Research	$36,810	8.7%	458	$33,865		40
23.0	Director, Special and Deferred Gifts	$33,768	26.2%	236	$26,750		6
24.0	Administrator, Grants and Contracts	$38,686	30.4%	391	$29,666		38
25.0	Director, Affirmative Action/Equal Employment	$35,000		133	$38,960	11.3%	166
26.0	Chaplain	$25,800	21.1%	274	$21,300		16
27.0	Comptroller	$38,504	11.9%	761	$34,400		44
28.0	Director, Accounting	$30,632	17.1%	522	$26,152		66
29.0	Director, Internal Audit	$36,500	2.6%	270	$35,570		35
30.0	Bursar	$28,269	35.1%	320	$20,932		34
31.0	Director, Food Services	$30,299	16.5%	335	$26,000		21
32.0	Chief Physical Plant/Facilities Management Officer	$36,750	13.1%	1,135	$32,488		81
33.0	Director, Student Activities	$25,872		663	$27,437	6.0%	102
34.0	Director, Purchasing	$30,210	33.1%	663	$22,692		59
35.0	Director, Bookstore	$22,000	11.1%	799	$19,800		56
36.0	Director, Campus Security	$27,642	3.2%	679	$26,784		123
37.0	Director, Information Systems	$43,092	19.3%	211	$36,122		9
38.0	Director, News Bureau	$26,719	4.3%	270	$25,619		6
39.0	Director, Auxiliary Services	$37,980	35.8%	298	$27,960		21
40.0	Director, Admissions	$33,820	9.8%	886	$30,809		77
41.0	Director, Foreign Students	$27,500	9.1%	188	$25,215		42
42.0	Director, International Studies Education	$37,464		128	$44,352	18.4%	6
43.0	Director, Student Financial Aid	$29,590		1,066	$30,333	2.5%	186
44.0	Director, Student Placement	$28,337	3.4%	778	$27,400		82
45.0	Director, Student Counseling	$33,580	6.1%	723	$31,662		104
46.0	Director, Student Union	$31,188	21.0%	306	$25,783		29
47.0	Director, Student Health Services (Physician Administrator)	$59,450	76.9%	267	$33,600		19
48.0	Director, Student Health Services (Nurse Administrator)	$21,936	11.9%	456	$19,600		38
49.0	Director, Student Housing	$26,289	27.4%	557	$20,643		60
50.0	Director, Athletics	$39,000	14.6%	786	$34,022		49
51.0	Director, Athletics/Men	$38,548	44.1%	74	$26,760		6
53.0	Director, Campus Recreation/Intramurals	$26,500		324	$26,791	1.1%	31
54.0	Director, Alumni Affairs	$26,366	11.9%	665	$23,568		39
55.0	Director, Information Office	$28,825	15.0%	371	$25,075		13
56.0	Director, Community Services	$32,745		233	$36,500	11.5%	26
58.0	Director, Publications	$27,260		334	$33,733	23.7%	11
59.0	Director, Risk Management and Insurance	$38,000		86	$42,800	12.6%	7
60.0	Chief Planning and Budget Officer	$52,727	25.5%	85	$42,000		5
62.0	Director, Personnel and Affirmative Action	$31,557		196	$32,833	4.0%	45
63.0	Director, Admissions and Financial Aid	$37,656	40.4%	139	$26,815		6
65.0	Director, Development and Alumni Affairs	$36,750	22.6%	89	$29,967		8
66.0	Director, Admissions and Registrar	$39,316	15.6%	179	$34,000		21
67.0	Dean, Architecture	$62,920		64	$64,800	3.0%	5
68.0	Dean, Agriculture	$65,000	44.1%	76	$45,120		9
69.0	Dean, Arts and Letters	$48,195	19.4%	104	$40,374		12
70.0	Dean, Arts and Sciences	$54,990	19.0%	367	$46,223		33
71.0	Dean, Business	$53,849	24.6%	577	$43,231		44
72.0	Dean, Communications	$50,500	75.7%	78	$28,740		6
73.0	Dean, Continuing Education	$41,430	8.9%	500	$38,056		50
75.0	Dean, Education	$52,584	14.3%	364	$46,000		49
76.0	Dean, Engineering	$65,789	20.0%	224	$54,843		16
78.0	Dean, Extension	$50,000	11.8%	72	$44,716		8
79.0	Dean, Fine Arts	$49,749	19.7%	165	$41,569		10
80.0	Dean, Graduate Programs	$56,000	12.0%	322	$50,000		19
81.0	Dean, Health Related Professions	$48,722	11.9%	170	$43,527		22
82.0	Dean, Home Economics	$60,500	33.0%	52	$45,500		5
83.0	Dean, Humanities	$42,860	30.2%	181	$32,928		17
84.0	Dean, Instruction	$44,864	19.4%	47	$37,584		9
86.0	Dean, Library and Information Sciences	$50,195	0.4%	66	$50,000		8
87.0	Dean, Mathematics	$43,350	23.1%	81	$35,213		15
90.0	Dean, Nursing	$47,758	5.8%	267	$45,151		30
91.0	Dean, Occupation Studies/Vocational Education/Technology	$43,107	6.5%	197	$40,478		20
94.0	Dean, Sciences	$46,381	7.9%	220	$43,000		32
95.0	Dean, Social Sciences	$43,536	11.7%	170	$38,965		24
96.0	Dean, Social Work	$62,800	1.3%	49	$62,000		21
97.0	Dean, Special Programs	$35,829		80	$38,571	7.7%	25

Table 48
COMPARISON BETWEEN MALES AND FEMALES FOR ALL INSTITUTIONS (PRIMARY)

POS	TITLE	MALE MED	MALE DIFF	MALE N	FEMALE MED	FEMALE DIFF	FEMALE N
2.0	Chief Executive Officer, Single Institution	66,468	10.8%	1,264	60,000		129
3.0	Executive Vice President	58,600	30.2%	264	45,000		24
4.0	Chief Academic Officer	52,576	16.8%	1,196	45,000		215
5.0	Chief Business Officer	49,826	35.6%	1,315	36,744		120
6.0	Chief Student Affairs Officer	44,400	20.3%	1,032	36,902		297
7.0	Chief Development Officer	46,500	24.8%	640	37,268		164
8.0	Chief Public Relations Officer	38,109	37.4%	398	27,729		331
9.0	Chief Planning Officer	48,018	17.1%	188	41,000		49
10.0	Chief Personnel/Human Resources Officer	41,600	31.8%	434	31,569		256
11.0	Chief Health Professions Officer	93,900	40.3%	69	39,080		31
12.0	Chief Budgeting Officer	43,920	25.9%	339	34,872		77
13.0	General Counsel	53,400	2.7%	146	52,000		45
14.0	Registrar	35,900	43.6%	666	25,000		494
15.0	Director, Church Relations	28,500	35.7%	77	21,000		15
16.0	Director, Learning Resources Center	36,600	34.9%	301	27,124		228
17.0	Director, Library Services	39,000	25.8%	693	31,010		466
18.0	Director, Computer Center	39,500	38.1%	777	28,608		109
19.0	Director, Computer Center Operations/Academic	38,016	22.6%	258	31,009		54
20.0	Director, Computer Center Operations/Administrative	38,472	37.0%	256	28,080		58
21.0	Director, Educational Media Services	31,310	38.7%	408	22,582		102
22.0	Director, Institutional Research	38,571	25.4%	327	30,750		174
23.0	Director, Special and Deferred Gifts	35,000	21.4%	176	28,840		66
24.0	Administrator, Grants and Contracts	41,573	36.5%	284	30,450		146
25.0	Director, Affirmative Action/Equal Employment	39,600	13.8%	112	34,788		187
26.0	Chaplain	26,000	16.5%	256	22,320		37
27.0	Comptroller	41,140	37.1%	622	30,000		185
28.0	Director, Accounting	34,599	38.7%	353	24,937		235
29.0	Director, Internal Audit	37,840	25.8%	230	30,072		75
30.0	Bursar	32,635	40.1%	185	23,300		170
31.0	Director, Food Services	33,250	34.3%	236	24,753		121
32.0	Chief Physical Plant/Facilities Management Officer	36,500	25.0%	1,198	29,206		22
33.0	Director, Student Activities	29,000	25.7%	434	23,067		334
34.0	Director, Purchasing	31,856	38.5%	535	23,000		187
35.0	Director, Bookstore	26,910	49.5%	428	18,000		427
36.0	Director, Campus Security	27,514	3.8%	787	26,502		16
37.0	Director, Information Systems	45,472	56.8%	183	29,000		37
38.0	Director, News Bureau	28,700	19.7%	135	23,976		142
39.0	Director, Auxiliary Services	39,300	31.0%	267	30,000		52
40.0	Director, Admissions	35,000	20.7%	699	29,000		266
41.0	Director, Foreign Students	31,250	35.3%	118	23,100		113
42.0	Director, International Studies Education	42,600	57.8%	83	27,000		51
43.0	Director, Student Financial Aid	32,480	29.9%	757	25,000		500
44.0	Director, Student Placement	31,387	27.9%	439	24,533		423
45.0	Director, Student Counseling	35,774	23.3%	502	29,006		326
46.0	Director, Student Union	33,500	37.6%	256	24,346		79
47.0	Director, Student Health Services (Physician Administrator)	60,168	18.0%	211	51,000		74
48.0	Director, Student Health Services (Nurse Administrator)	22,000	0.8%	6	21,836		489
49.0	Director, Student Housing	29,279	33.3%	373	21,967		246
50.0	Director, Athletics	39,539	53.4%	786	25,776		51
52.0	Director, Athletics/Women	24,000		6	32,300	34.6%	149
53.0	Director, Campus Recreation/Intramurals	27,545	23.0%	278	22,400		77
54.0	Director, Alumni Affairs	31,518	37.6%	349	22,911		357
55.0	Director, Information Office	32,580	27.7%	187	25,514		197
56.0	Director, Community Services	37,859	28.5%	145	29,472		114
58.0	Director, Publications	31,300	23.0%	159	25,450		186
59.0	Director, Risk Management and Insurance	39,377	12.7%	69	34,950		24
60.0	Chief Planning and Budget Officer	51,000	21.4%	82	42,000		8
61.0	Chief Development and Public Relations Officer	51,500	24.1%	143	41,487		41
62.0	Director, Personnel and Affirmative Action	35,300	28.8%	122	27,400		119
63.0	Director, Admissions and Financial Aid	37,908	14.9%	112	32,978		34
64.0	Director, Housing and Food Services	44,420	32.9%	37	33,428		8
65.0	Director, Development and Alumni Affairs	37,950	30.4%	71	29,109		26
66.0	Director, Admissions and Registrar	40,040	30.2%	150	30,750		51
69.0	Dean, Arts and Letters	48,195	6.7%	95	45,170		21
70.0	Dean, Arts and Sciences	55,090	17.2%	339	47,020		63
71.0	Dean, Business	55,000	40.1%	545	39,258		76
72.0	Dean, Communications	50,866	44.5%	68	35,209		16
73.0	Dean, Continuing Education	43,944	22.1%	392	36,000		158
75.0	Dean, Education	54,511	31.1%	323	41,580		89
78.0	Dean, Extension	51,559	43.6%	69	36,184		11
79.0	Dean, Fine Arts	50,430	19.8%	156	42,068		19
80.0	Dean, Graduate Programs	57,420	17.2%	290	49,000		51
81.0	Dean, Health Related Professions	53,060	20.7%	106	43,959		85
82.0	Dean, Home Economics	56,250		15	58,000	3.1%	42
83.0	Dean, Humanities	44,148	18.5%	141	37,240		58
84.0	Dean, Instruction	46,342	23.3%	41	37,584		15
85.0	Dean, Law	84,000	8.6%	124	77,322		10
86.0	Dean, Library and Information Sciences	53,604	15.6%	48	46,360		26
87.0	Dean, Mathematics	42,000	9.7%	80	38,292		16
89.0	Dean, Music	53,901	0.7%	73	53,521		5
91.0	Dean, Occupation Studies/Vocational Education/Technology	43,380	15.1%	191	37,676		26
94.0	Dean, Sciences	47,900	39.5%	215	34,329		39
95.0	Dean, Social Sciences	43,290	8.1%	159	40,035		37
96.0	Dean, Social Work	65,000	19.7%	45	54,300		25
97.0	Dean, Special Programs	36,250	1.4%	66	35,740		40
98.0	Dean, Undergraduate Programs	54,000	24.7%	59	43,308		22

Table 49

YEARS OF SERVICE NONMINORITIES AND MINORITIES FOR ALL INSTITUTIONS (PRIMARY)

POS	TITLE	NON-MINORITY MED	DIFF	N	MINORITY MED	DIFF	N
1.0	Chief Executive Officer, System	5	25.0%	105	4		8
2.0	Chief Executive Officer, Single Institution	5	25.0%	1,166	4		87
3.0	Executive Vice President	4	0.0%	229	4	0.0%	14
4.0	Chief Academic Officer	4	33.3%	1,118	3		83
5.0	Chief Business Officer	5	0.0%	1,217	5	0.0%	81
6.0	Chief Student Affairs Officer	6	20.0%	1,038	5		149
7.0	Chief Development Officer	3	0.0%	653	3	0.0%	32
8.0	Chief Public Relations Officer	4	0.0%	586	4	0.0%	25
9.0	Chief Planning Officer	4	0.0%	185	4	0.0%	18
10.0	Chief Personnel/Human Resources Officer	5	25.0%	545	4		76
11.0	Chief Health Professions Officer	6		83	9	50.0%	5
12.0	Chief Budgeting Officer	5	50.0%	349	2		24
13.0	General Counsel	5	66.7%	159	3		11
14.0	Registrar	7	16.7%	969	6		72
16.0	Director, Learning Resources Center	6	50.0%	427	4		55
17.0	Director, Library Services	8		971	9	12.5%	68
18.0	Director, Computer Center	5	66.7%	767	3		46
19.0	Director, Computer Center Operations/Academic	3	0.0%	251	3	0.0%	16
20.0	Director, Computer Center Operations/Administrative	4	33.3%	267	3		21
21.0	Director, Educational Media Services	7	16.7%	427	6		35
22.0	Director, Institutional Research	4	0.0%	414	4	0.0%	32
23.0	Director, Special and Deferred Gifts	4	00.0%	197	1		5
24.0	Administrator, Grants and Contracts	4	0.0%	334	4	0.0%	32
25.0	Director, Affirmative Action/Equal Employment	5	25.0%	120	4		139
26.0	Chaplain	4		240	7	75.0%	14
27.0	Comptroller	5	25.0%	686	4		36
28.0	Director, Accounting	5	25.0%	460	4		61
29.0	Director, Internal Audit	4	0.0%	232	4	0.0%	31
30.0	Bursar	6	20.0%	291	5		29
31.0	Director, Food Services	6	20.0%	307	5		16
32.0	Chief Physical Plant/Facilities Management Officer	6	20.0%	1,045	5		70
33.0	Director, Student Activities	4	0.0%	585	4	0.0%	89
34.0	Director, Purchasing	6		609	7	16.7%	49
35.0	Director, Bookstore	7		744	8	14.3%	50
36.0	Director, Campus Security	6	20.0%	624	5		115
37.0	Director, Information Systems	4	00.0%	173	2		7
38.0	Director, News Bureau	3		233	4	33.3%	5
39.0	Director, Auxiliary Services	5		269	6	20.0%	19
40.0	Director, Admissions	5	0.0%	763	5	0.0%	69
41.0	Director, Foreign Students	6	20.0%	162	5		42
42.0	Director, International Studies Education	4	33.3%	119	3		5
43.0	Director, Student Financial Aid	6	20.0%	982	5		172
44.0	Director, Student Placement	5	25.0%	685	4		74
45.0	Director, Student Counseling	6	50.0%	645	4		95
46.0	Director, Student Union	6	20.0%	272	5		27
47.0	Director, Student Health Services (Physician Administrator)	6	0.0%	243	6	0.0%	17
48.0	Director, Student Health Services (Nurse Administrator)	6		418	7	16.7%	37
49.0	Director, Student Housing	4	0.0%	478	4	0.0%	43
50.0	Director, Athletics	6	20.0%	704	5		43
51.0	Director, Athletics/Men	5		64	6	20.0%	5
53.0	Director, Campus Recreation/Intramurals	5	0.0%	279	5	0.0%	29
54.0	Director, Alumni Affairs	3		553	5	66.7%	33
55.0	Director, Information Office	4		315	5	25.0%	9
56.0	Director, Community Services	5	66.7%	202	3		22
58.0	Director, Publications	4	33.3%	290	3		10
60.0	Chief Planning and Budget Officer	4	0.0%	78	4	0.0%	5
62.0	Director, Personnel and Affirmative Action	5	0.0%	182	5	0.0%	41
63.0	Director, Admissions and Financial Aid	5	50.0%	121	2		5
65.0	Director, Development and Alumni Affairs	3	00.0%	72	1		5
66.0	Director, Admissions and Registrar	7	75.0%	158	4		18
68.0	Dean, Agriculture	6	20.0%	66	5		8
69.0	Dean, Arts and Letters	4	33.3%	87	3		9
70.0	Dean, Arts and Sciences	4	0.0%	322	4	0.0%	28
71.0	Dean, Business	4		490	5	25.0%	38
73.0	Dean, Continuing Education	5	25.0%	444	4		38
75.0	Dean, Education	5	25.0%	313	4		44
76.0	Dean, Engineering	4	0.0%	194	4	0.0%	12
78.0	Dean, Extension	5	66.7%	65	3		8
79.0	Dean, Fine Arts	5	66.7%	144	3		7
80.0	Dean, Graduate Programs	5	25.0%	274	4		15
81.0	Dean, Health Related Professions	6		162	7	16.7%	19
83.0	Dean, Humanities	6	00.0%	160	2		12
84.0	Dean, Instruction	2		41	5	50.0%	9
86.0	Dean, Library and Information Sciences	5	66.7%	56	3		7
87.0	Dean, Mathematics	5	66.7%	72	3		12
90.0	Dean, Nursing	4	0.0%	239	4	0.0%	27
91.0	Dean, Occupation Studies/Vocational Education/Technology	5	66.7%	160	3		19
94.0	Dean, Sciences	6	50.0%	194	4		28
95.0	Dean, Social Sciences	6	20.0%	153	5		21
96.0	Dean, Social Work	5	0.0%	44	5	0.0%	18
97.0	Dean, Special Programs	3		65	6	00.0%	21

Table 50
YEARS OF SERVICE MALES AND FEMALES FOR ALL INSTITUTIONS (PRIMARY)

POS	TITLE	MALE MED	MALE DIFF	MALE N	FEMALE MED	FEMALE DIFF	FEMALE N
2.0	Chief Executive Officer, Single Institution	6	20.0%	1,143	5		114
3.0	Executive Vice President	4		225	5	25.0%	19
4.0	Chief Academic Officer	4	33.3%	1,032	3		176
5.0	Chief Business Officer	6	50.0%	1,204	4		104
6.0	Chief Student Affairs Officer	6	50.0%	945	4		250
7.0	Chief Development Officer	3	0.0%	541	3	0.0%	148
8.0	Chief Public Relations Officer	5	66.7%	334	3		279
9.0	Chief Planning Officer	4	33.3%	162	3		43
10.0	Chief Personnel/Human Resources Officer	6	50.0%	393	4		229
11.0	Chief Health Professions Officer	6	0.0%	63	6	0.0%	25
12.0	Chief Budgeting Officer	6	50.0%	308	4		67
13.0	General Counsel	6	00.0%	130	3		41
14.0	Registrar	8	33.3%	616	6		431
15.0	Director, Church Relations	4	33.3%	67	3		13
16.0	Director, Learning Resources Center	7	40.0%	278	5		206
17.0	Director, Library Services	9	50.0%	623	6		420
18.0	Director, Computer Center	5	66.7%	719	3		96
19.0	Director, Computer Center Operations/Academic	3	50.0%	226	2		42
20.0	Director, Computer Center Operations/Administrative	4	33.3%	236	3		53
21.0	Director, Educational Media Services	7	40.0%	374	5		90
22.0	Director, Institutional Research	5	66.7%	296	3		153
23.0	Director, Special and Deferred Gifts	4	33.3%	150	3		52
24.0	Administrator, Grants and Contracts	5	66.7%	247	3		120
25.0	Director, Affirmative Action/Equal Employment	5	0.0%	99	5	0.0%	160
26.0	Chaplain	4	33.3%	233	3		23
27.0	Comptroller	6	50.0%	568	4		155
28.0	Director, Accounting	5	66.7%	315	3		206
29.0	Director, Internal Audit	4	33.3%	203	3		60
30.0	Bursar	7	40.0%	171	5		150
31.0	Director, Food Services	7	40.0%	213	5		110
32.0	Chief Physical Plant/Facilities Management Officer	6	20.0%	1,101	5		18
33.0	Director, Student Activities	5	66.7%	390	3		286
34.0	Director, Purchasing	7	75.0%	493	4		165
35.0	Director, Bookstore	8	33.3%	395	6		399
36.0	Director, Campus Security	5	25.0%	727	4		13
37.0	Director, Information Systems	4	33.3%	155	3		25
38.0	Director, News Bureau	5	50.0%	120	2		119
39.0	Director, Auxiliary Services	6	20.0%	241	5		47
40.0	Director, Admissions	5	25.0%	615	4		219
41.0	Director, Foreign Students	6	50.0%	108	4		97
42.0	Director, International Studies Education	5	66.7%	75	3		49
43.0	Director, Student Financial Aid	7	75.0%	711	4		448
44.0	Director, Student Placement	6	50.0%	398	4		363
45.0	Director, Student Counseling	7	75.0%	461	4		280
46.0	Director, Student Union	7	75.0%	230	4		69
47.0	Director, Student Health Services (Physician Administrator)	7	75.0%	190	4		69
49.0	Director, Student Housing	4	33.3%	320	3		202
50.0	Director, Athletics	6	00.0%	704	3		45
52.0	Director, Athletics/Women	4		5	8	00.0%	141
53.0	Director, Campus Recreation/Intramurals	5	25.0%	247	4		61
54.0	Director, Alumni Affairs	4	33.3%	302	3		286
55.0	Director, Information Office	5	66.7%	161	3		162
56.0	Director, Community Services	6	50.0%	130	4		94
58.0	Director, Publications	5	66.7%	137	3		163
59.0	Director, Risk Management and Insurance	6	50.0%	61	4		22
60.0	Chief Planning and Budget Officer	5	00.0%	76	1		7
61.0	Chief Development and Public Relations Officer	3		124	4	33.3%	36
62.0	Director, Personnel and Affirmative Action	6	20.0%	113	5		110
63.0	Director, Admissions and Financial Aid	5	50.0%	97	2		30
64.0	Director, Housing and Food Services	8	66.7%	36	3		8
65.0	Director, Development and Alumni Affairs	3	00.0%	59	1		18
66.0	Director, Admissions and Registrar	8	60.0%	131	5		46
69.0	Dean, Arts and Letters	3		79	8	66.7%	17
70.0	Dean, Arts and Sciences	5	66.7%	298	3		53
71.0	Dean, Business	4		464	5	25.0%	64
72.0	Dean, Communications	6		56	8	33.3%	13
73.0	Dean, Continuing Education	6	00.0%	352	3		130
75.0	Dean, Education	5	25.0%	284	4		72
78.0	Dean, Extension	5	50.0%	64	2		9
79.0	Dean, Fine Arts	5	25.0%	136	4		15
80.0	Dean, Graduate Programs	5	25.0%	248	4		41
81.0	Dean, Health Related Professions	6	0.0%	99	6	0.0%	81
82.0	Dean, Home Economics	10	66.7%	13	6		36
83.0	Dean, Humanities	5		123	6	20.0%	50
84.0	Dean, Instruction	3	50.0%	35	2		15
85.0	Dean, Law	4	00.0%	102	2		8
86.0	Dean, Library and Information Sciences	6	00.0%	41	3		22
87.0	Dean, Mathematics	6	00.0%	71	3		13
89.0	Dean, Music	5		61	7	40.0%	5
91.0	Dean, Occupation Studies/Vocational Education/Technology	6	00.0%	157	3		22
94.0	Dean, Sciences	6	50.0%	194	4		30
95.0	Dean, Social Sciences	6	50.0%	143	4		33
96.0	Dean, Social Work	6	50.0%	41	4		21
97.0	Dean, Special Programs	4	33.3%	54	3		33
98.0	Dean, Undergraduate Programs	4		52	5	25.0%	18

Table 51
YEARS OF SERVICE INSIDE HIRE AND OUTSIDE HIRE FOR ALL INSTITUTIONS (PRIMARY)

POS	TITLE	INSIDE HIRE MED	INSIDE HIRE DIFF	INSIDE HIRE N	OUTSIDE HIRE MED	OUTSIDE HIRE DIFF	OUTSIDE HIRE N
1.0	Chief Executive Officer, System	3		44	6	00.0%	70
2.0	Chief Executive Officer, Single Institution	6	20.0%	379	5		869
3.0	Executive Vice President	4	0.0%	155	4	0.0%	90
4.0	Chief Academic Officer	4	0.0%	670	4	0.0%	526
5.0	Chief Business Officer	6	20.0%	609	5		681
6.0	Chief Student Affairs Officer	5		628	6	20.0%	549
7.0	Chief Development Officer	4	33.3%	281	3		400
8.0	Chief Public Relations Officer	4	0.0%	224	4	0.0%	387
9.0	Chief Planning Officer	4	0.0%	133	4	0.0%	71
10.0	Chief Personnel/Human Resources Officer	5	0.0%	303	5	0.0%	308
11.0	Chief Health Professions Officer	8	00.0%	54	4		31
12.0	Chief Budgeting Officer	6	20.0%	231	5		139
13.0	General Counsel	4		54	6	50.0%	115
14.0	Registrar	7		632	8	14.3%	405
15.0	Director, Church Relations	3		29	4	33.3%	49
16.0	Director, Learning Resources Center	5		221	6	20.0%	259
17.0	Director, Library Services	7		335	8	14.3%	701
18.0	Director, Computer Center	4	0.0%	355	4	0.0%	459
19.0	Director, Computer Center Operations/Academic	3	0.0%	134	3	0.0%	131
20.0	Director, Computer Center Operations/Administrative	5	66.7%	140	3		146
21.0	Director, Educational Media Services	6		195	7	16.7%	262
22.0	Director, Institutional Research	4		261	5	25.0%	183
23.0	Director, Special and Deferred Gifts	4	33.3%	81	3		121
24.0	Administrator, Grants and Contracts	4	0.0%	191	4	0.0%	174
25.0	Director, Affirmative Action/Equal Employment	5	0.0%	138	5	0.0%	120
26.0	Chaplain	5	25.0%	56	4		197
27.0	Comptroller	5	0.0%	347	5	0.0%	375
28.0	Director, Accounting	5	25.0%	271	4		245
29.0	Director, Internal Audit	4	0.0%	96	4	0.0%	166
30.0	Bursar	6	0.0%	206	6	0.0%	112
31.0	Director, Food Services	7	16.7%	108	6		216
32.0	Chief Physical Plant/Facilities Management Officer	6	0.0%	470	6	0.0%	639
33.0	Director, Student Activities	4	0.0%	313	4	0.0%	360
34.0	Director, Purchasing	6	0.0%	375	6	0.0%	284
35.0	Director, Bookstore	6		353	7	16.7%	440
36.0	Director, Campus Security	5	0.0%	275	5	0.0%	460
37.0	Director, Information Systems	4	0.0%	102	4	0.0%	77
38.0	Director, News Bureau	5	66.7%	92	3		146
39.0	Director, Auxiliary Services	5		189	6	20.0%	99
40.0	Director, Admissions	5	25.0%	417	4		414
41.0	Director, Foreign Students	6	20.0%	120	5		85
42.0	Director, International Studies Education	4	0.0%	76	4	0.0%	45
43.0	Director, Student Financial Aid	6	20.0%	539	5		612
44.0	Director, Student Placement	5	25.0%	318	4		440
45.0	Director, Student Counseling	6	20.0%	373	5		361
46.0	Director, Student Union	5		155	6	20.0%	139
47.0	Director, Student Health Services (Physician Administrator)	5		76	6	20.0%	181
48.0	Director, Student Health Services (Nurse Administrator)	5		140	6	20.0%	313
49.0	Director, Student Housing	4	0.0%	216	4	0.0%	305
50.0	Director, Athletics	6	20.0%	385	5		360
51.0	Director, Athletics/Men	5		40	6	20.0%	29
52.0	Director, Athletics/Women	7		73	8	14.3%	71
53.0	Director, Campus Recreation/Intramurals	5	25.0%	134	4		171
54.0	Director, Alumni Affairs	4	33.3%	252	3		333
55.0	Director, Information Office	4	0.0%	112	4	0.0%	210
56.0	Director, Community Services	6	20.0%	120	5		106
57.0	Administrator, Hospital Medical Center	3		18	4	33.3%	24
58.0	Director, Publications	5	66.7%	126	3		172
59.0	Director, Risk Management and Insurance	6	50.0%	53	4		30
60.0	Chief Planning and Budget Officer	4	0.0%	56	4	0.0%	26
61.0	Chief Development and Public Relations Officer	4	33.3%	75	3		85
62.0	Director, Personnel and Affirmative Action	5	0.0%	112	5	0.0%	110
63.0	Director, Admissions and Financial Aid	4		68	5	25.0%	59
65.0	Director, Development and Alumni Affairs	3	50.0%	38	2		39
66.0	Director, Admissions and Registrar	6		105	8	33.3%	71
67.0	Dean, Architecture	4		26	5	25.0%	34
68.0	Dean, Agriculture	6	20.0%	43	5		30
69.0	Dean, Arts and Letters	4	00.0%	76	2		19
70.0	Dean, Arts and Sciences	4	0.0%	202	4	0.0%	146
71.0	Dean, Business	5	25.0%	297	4		231
72.0	Dean, Communications	6		39	7	16.7%	29
73.0	Dean, Continuing Education	5	25.0%	298	4		180
74.0	Dean, Dentistry	8	00.0%	16	4		27
75.0	Dean, Education	4		196	5	25.0%	158
76.0	Dean, Engineering	5	66.7%	121	3		83
78.0	Dean, Extension	4		47	5	25.0%	25
79.0	Dean, Fine Arts	5	0.0%	85	5	0.0%	66
80.0	Dean, Graduate Programs	5	25.0%	211	4		76
81.0	Dean, Health Related Professions	6		101	7	16.7%	76
83.0	Dean, Humanities	5		129	6	20.0%	44
85.0	Dean, Law	4	33.3%	50	3		58
86.0	Dean, Library and Information Sciences	4		28	6	50.0%	34
88.0	Dean, Medicine	5	0.0%	37	5	0.0%	28
89.0	Dean, Music	5		33	6	20.0%	32
90.0	Dean, Nursing	4	0.0%	103	4	0.0%	160
91.0	Dean, Occupation Studies/Vocational Education/Technology	5	0.0%	105	5	0.0%	73
92.0	Dean, Pharmacy	8		16	9	12.5%	32
94.0	Dean, Sciences	5	0.0%	169	5	0.0%	53
95.0	Dean, Social Sciences	5		136	7	40.0%	40
96.0	Dean, Social Work	4		35	6	50.0%	27
98.0	Dean, Undergraduate Programs	5	66.7%	52	3		18

Table 52

FOUR-YEAR COMPARISON OF 495 PARTICIPATING INSTITUTIONS (PRIMARY)

POS	TITLE	1983 MED	1984 MED	83v84 CHNG	1985 MED	84v85 CHNG	1986 MED	85v86 CHNG	83v86 COMP CHNG
1.0	Chief Executive Officer, System	$71,356	$74,056	3.8%	$74,370	0.4%	$84,000	12.9%	5.6%
2.0	Chief Executive Officer, Single Institution	$60,000	$64,625	7.7%	$68,970	6.7%	$73,640	6.8%	7.1%
3.0	Executive Vice President	$51,600	$56,500	9.5%	$59,690	5.6%	$61,750	3.5%	6.2%
4.0	Chief Academic Officer	$49,000	$53,000	8.2%	$55,860	5.4%	$59,100	5.8%	6.4%
5.0	Chief Business Officer	$47,500	$49,750	4.7%	$53,710	8.0%	$56,650	5.5%	6.0%
6.0	Chief Student Affairs Officer	$40,000	$42,648	6.6%	$45,600	6.9%	$48,590	6.6%	6.7%
7.0	Chief Development Officer	$40,820	$43,308	6.1%	$46,200	6.7%	$50,000	8.2%	7.0%
8.0	Chief Public Relations Officer	$31,600	$32,204	1.9%	$35,000	8.7%	$37,000	5.7%	5.4%
9.0	Chief Planning Officer	$40,096	$41,500	3.5%	$44,070	6.2%	$48,420	9.9%	6.5%
10.0	Chief Personnel/Human Resources Officer	$33,500	$35,083	4.7%	$37,170	5.9%	$39,500	6.3%	5.6%
11.0	Chief Health Professions Officer	$63,000	$79,125	25.6%	$89,000	12.5%	$89,070	0.1%	12.2%
12.0	Chief Budgeting Officer	$36,050	$38,440	6.6%	$40,900	6.4%	$42,950	5.0%	6.0%
13.0	General Counsel	$45,400	$46,122	1.6%	$50,850	10.3%	$54,350	6.9%	6.2%
14.0	Registrar	$29,079	$30,850	6.1%	$33,000	7.0%	$34,800	5.5%	6.2%
16.0	Director, Learning Resources Center	$29,500	$31,624	7.2%	$33,650	6.4%	$35,520	5.6%	6.4%
17.0	Director, Library Services	$34,400	$36,575	6.3%	$37,900	3.6%	$40,500	6.9%	5.6%
18.0	Director, Computer Center	$35,367	$38,000	7.4%	$40,380	6.3%	$42,990	6.5%	6.7%
21.0	Director, Educational Media Services	$25,173	$27,212	8.1%	$30,000	10.2%	$32,120	7.1%	8.5%
22.0	Director, Institutional Research	$33,000	$34,440	4.4%	$35,390	2.8%	$37,980	7.3%	4.8%
23.0	Director, Special and Deferred Gifts	$28,750	$30,400	5.7%	$34,200	12.5%	$35,000	2.3%	6.8%
24.0	Administrator, Grants and Contracts	$35,160	$35,100	-0.2%	$39,350	12.1%	$41,000	4.2%	5.3%
25.0	Director, Affirmative Action/Equal Employment	$30,438	$32,540	6.9%	$35,000	7.6%	$36,510	4.3%	6.3%
27.0	Comptroller	$34,500	$37,000	7.2%	$39,250	6.1%	$41,900	6.8%	6.7%
29.0	Director, Internal Audit	$30,440	$31,600	3.8%	$33,640	6.5%	$36,220	7.7%	6.0%
30.0	Bursar	$24,117	$27,000	12.0%	$27,600	2.2%	$30,000	8.7%	7.5%
31.0	Director, Food Services	$28,848	$30,700	6.4%	$32,250	5.0%	$34,500	7.0%	6.1%
32.0	Chief Physical Plant/Facilities Management	$34,100	$36,100	5.9%	$37,930	5.1%	$40,860	7.7%	6.2%
34.0	Director, Purchasing	$27,230	$28,500	4.7%	$29,770	4.5%	$31,600	6.1%	5.1%
35.0	Director, Bookstore	$22,550	$24,254	7.6%	$25,000	3.1%	$26,120	4.5%	5.0%
36.0	Director, Campus Security	$24,715	$26,000	5.2%	$27,800	6.9%	$29,890	7.5%	6.5%
37.0	Director, Information Systems	$36,700	$38,684	5.4%	$41,570	7.5%	$45,580	9.6%	7.5%
38.0	Director, News Bureau	$22,400	$23,100	3.1%	$25,000	8.2%	$27,150	8.6%	6.6%
39.0	Director, Auxiliary Services	$34,000	$35,400	4.1%	$38,640	9.2%	$40,000	3.5%	5.6%
40.0	Director, Admissions	$30,542	$32,589	6.7%	$34,340	5.4%	$36,390	6.0%	6.0%
41.0	Director, Foreign Students	$24,485	$24,764	1.1%	$26,210	5.8%	$27,730	5.8%	4.2%
42.0	Director, International Studies Education	$31,309	$33,000	5.4%	$34,420	4.3%	$38,860	12.9%	7.5%
43.0	Director, Student Financial Aid	$27,030	$28,800	6.5%	$30,120	4.6%	$31,690	5.2%	5.4%
44.0	Director, Student Placement	$25,725	$26,538	3.2%	$28,950	9.1%	$30,400	5.0%	5.7%
45.0	Director, Student Counseling	$29,862	$32,600	9.2%	$34,370	5.4%	$35,620	3.6%	6.1%
46.0	Director, Student Union	$28,140	$29,600	5.2%	$31,160	5.3%	$33,320	6.9%	5.8%
47.0	Director, Student Health Services (Physician)	$52,395	$55,224	5.4%	$59,370	7.5%	$61,200	3.1%	5.3%
48.0	Director, Student Health Services (Nurse)	$18,133	$20,202	11.4%	$22,860	13.2%	$23,710	3.7%	9.3%
49.0	Director, Student Housing	$25,000	$26,017	4.1%	$27,780	6.8%	$29,570	6.4%	5.8%
50.0	Director, Athletics	$34,750	$37,863	9.0%	$40,000	5.6%	$42,020	5.1%	6.5%
51.0	Director, Athletics/Men	$32,898	$35,849	9.0%	$38,660	7.8%	$45,860	18.6%	11.7%
52.0	Director, Athletics/Women	$24,500	$29,280	19.5%	$31,400	7.2%	$33,440	6.5%	10.9%
53.0	Director, Campus Recreation/Intramurals	$23,100	$25,008	8.3%	$26,260	5.0%	$28,440	8.3%	7.2%
54.0	Director, Alumni Affairs	$24,596	$26,208	6.6%	$27,940	6.6%	$29,080	4.1%	5.7%
55.0	Director, Information Office	$27,276	$27,800	1.9%	$30,000	7.9%	$30,100	0.3%	3.3%
56.0	Director, Community Services	$28,309	$29,743	5.1%	$32,170	8.2%	$32,750	1.8%	5.0%
57.0	Administrator, Hospital Medical Center	$64,963	$75,000	15.5%	$77,830	3.8%	$81,730	5.0%	8.0%
58.0	Director, Publications	$24,879	$26,000	4.5%	$27,420	5.5%	$29,010	5.8%	5.3%
59.0	Director, Risk Management and Insurance	$27,380	$31,700	15.8%	$31,400	-0.9%	$36,660	16.8%	10.2%
60.0	Chief Planning and Budget Officer	$45,600	$46,000	0.9%	$49,980	8.7%	$51,480	3.0%	4.1%
61.0	Chief Development and Public Relations Officer	$46,000	$47,900	4.1%	$51,500	7.5%	$55,500	7.8%	6.5%
62.0	Director, Personnel and Affirmative Action	$31,882	$30,232	-5.2%	$32,630	7.9%	$34,400	5.4%	2.6%
63.0	Director, Admissions and Financial Aid	$35,000	$37,500	7.1%	$38,900	3.7%	$42,040	8.1%	6.3%
64.0	Director, Housing and Food Services	$36,480	$38,000	4.2%	$42,500	11.8%	$41,860	-1.5%	4.7%
65.0	Director, Development and Alumni Affairs	$33,193	$37,510	13.0%	$36,500	-2.7%	$36,450	-0.1%	3.2%
67.0	Dean, Architecture	$51,240	$54,450	6.3%	$60,000	10.2%	$63,000	5.0%	7.1%
68.0	Dean, Agriculture	$54,427	$54,961	1.0%	$61,340	11.6%	$67,410	9.9%	7.4%
69.0	Dean, Arts and Letters	$41,600	$44,300	6.5%	$47,140	6.4%	$48,720	3.4%	5.4%
70.0	Dean, Arts and Sciences	$49,173	$51,675	5.1%	$55,000	6.4%	$58,000	5.5%	5.7%
71.0	Dean, Business	$48,000	$50,000	4.2%	$53,880	7.8%	$57,880	7.4%	6.4%
72.0	Dean, Communications	$43,500	$44,972	3.4%	$47,470	5.6%	$48,720	2.6%	3.8%
73.0	Dean, Continuing Education	$37,968	$40,800	7.5%	$44,000	7.8%	$45,000	2.3%	5.8%
74.0	Dean, Dentistry	$70,000	$74,808	6.9%	$81,750	9.3%	$88,000	7.6%	7.9%
75.0	Dean, Education	$47,500	$49,300	3.8%	$52,870	7.2%	$55,820	5.6%	5.5%
76.0	Dean, Engineering	$56,285	$59,700	6.1%	$64,720	8.4%	$70,000	8.2%	7.5%
78.0	Dean, Extension	$45,350	$43,941	-3.1%	$50,660	15.3%	$50,210	-0.9%	3.5%
79.0	Dean, Fine Arts	$45,055	$46,623	3.5%	$49,930	7.1%	$51,600	3.3%	4.6%
80.0	Dean, Graduate Programs	$47,500	$50,000	5.3%	$53,250	6.5%	$57,600	8.2%	6.6%
81.0	Dean, Health Related Professions	$40,168	$44,242	10.1%	$48,130	8.8%	$50,210	4.3%	7.7%
82.0	Dean, Home Economics	$48,946	$48,946	0.0%	$55,000	12.4%	$61,010	10.9%	7.6%
83.0	Dean, Humanities	$35,079	$38,704	10.3%	$42,000	8.5%	$44,100	5.0%	7.9%
84.0	Dean, Instruction	$42,500	$43,597	2.6%	$41,290	-5.3%	$43,470	5.3%	0.8%
85.0	Dean, Law	$68,000	$71,500	5.1%	$77,000	7.7%	$82,580	7.2%	6.7%
86.0	Dean, Library and Information Sciences	$43,300	$47,794	10.4%	$50,000	4.6%	$52,200	4.4%	6.4%
87.0	Dean, Mathematics	$36,143	$37,123	2.7%	$42,000	13.1%	$45,200	7.6%	7.7%
88.0	Dean, Medicine	$85,400	$95,000	11.2%	$99,750	5.0%	$107,560	7.8%	8.0%
89.0	Dean, Music	$41,325	$46,500	12.5%	$49,550	6.6%	$56,660	14.3%	11.1%
90.0	Dean, Nursing	$43,500	$45,440	4.5%	$49,050	7.9%	$53,000	8.1%	6.8%
91.0	Dean, Occupation Studies/Vocational Education	$38,584	$40,000	3.7%	$41,000	2.5%	$45,290	10.5%	5.5%
92.0	Dean, Pharmacy	$56,650	$60,800	7.3%	$66,000	8.6%	$69,900	5.9%	7.3%
94.0	Dean, Sciences	$38,683	$42,900	10.9%	$45,570	6.2%	$48,430	6.3%	7.8%
95.0	Dean, Social Sciences	$35,000	$39,682	13.4%	$42,480	7.1%	$45,500	7.1%	9.1%
96.0	Dean, Social Work	$50,200	$50,950	1.5%	$55,650	9.2%	$62,800	12.8%	7.7%
98.0	Dean, Undergraduate Programs	$45,850	$48,300	5.3%	$48,000	-0.6%	$53,700	11.9%	5.4%

Table 53

MEANS AND MEDIANS SUMMARY—ALL INSTITUTIONS (PRIMARY)

POS	TITLE	MEDIAN	MEAN	N
1.0	Chief Executive Officer, System	$81,120	$82,811	136
2.0	Chief Executive Officer, Single Institution	$65,899	$69,265	1,422
3.0	Executive Vice President	$56,372	$61,043	304
4.0	Chief Academic Officer	$51,500	$54,154	1,457
5.0	Chief Business Officer	$48,900	$50,722	1,471
6.0	Chief Student Affairs Officer	$43,127	$44,186	1,371
7.0	Chief Development Officer	$44,500	$46,200	838
8.0	Chief Public Relations Officer	$33,200	$35,483	757
9.0	Chief Planning Officer	$47,000	$48,610	245
10.0	Chief Personnel/Human Resources Officer	$37,451	$39,178	710
11.0	Chief Health Professions Officer	$60,538	$74,575	107
12.0	Chief Budgeting Officer	$42,229	$43,194	423
13.0	General Counsel	$53,000	$54,258	197
14.0	Registrar	$31,000	$31,759	1,189
16.0	Director, Learning Resources Center	$32,459	$33,662	558
17.0	Director, Library Services	$35,514	$37,804	1,194
18.0	Director, Computer Center	$38,642	$39,795	908
19.0	Director, Computer Center Operations/Academic	$36,615	$38,538	321
20.0	Director, Computer Center Operations/Administrative	$36,171	$37,614	319
21.0	Director, Educational Media Services	$29,737	$30,814	520
22.0	Director, Institutional Research	$36,244	$37,123	516
23.0	Director, Special and Deferred Gifts	$33,300	$34,689	252
24.0	Administrator, Grants and Contracts	$37,875	$39,954	440
25.0	Director, Affirmative Action/Equal Employment	$37,000	$38,217	312
26.0	Chaplain	$25,651	$26,510	300
27.0	Comptroller	$38,145	$39,342	835
28.0	Director, Accounting	$30,221	$31,622	605
29.0	Director, Internal Audit	$36,300	$37,014	321
30.0	Bursar	$27,408	$29,048	364
31.0	Director, Food Services	$30,096	$31,126	368
32.0	Chief Physical Plant/Facilities Management Officer	$36,360	$37,460	1,250
33.0	Director, Student Activities	$26,036	$27,649	800
34.0	Director, Purchasing	$29,770	$30,794	747
35.0	Director, Bookstore	$22,000	$23,614	884
36.0	Director, Campus Security	$27,514	$29,029	836
37.0	Director, Information Systems	$43,260	$44,469	233
38.0	Director, News Bureau	$26,826	$27,905	285
39.0	Director, Auxiliary Services	$36,742	$38,367	330
40.0	Director, Admissions	$33,450	$34,128	998
41.0	Director, Foreign Students	$27,292	$28,346	237
42.0	Director, International Studies Education	$37,865	$39,135	135
43.0	Director, Student Financial Aid	$29,639	$30,152	1,291
44.0	Director, Student Placement	$28,129	$29,023	888
45.0	Director, Student Counseling	$33,235	$33,758	858
46.0	Director, Student Union	$31,100	$31,673	343
47.0	Director, Student Health Services (Physician Administrator)	$58,580	$55,243	290
48.0	Director, Student Health Services (Nurse Administrator)	$21,888	$22,869	510
49.0	Director, Student Housing	$25,624	$27,539	636
50.0	Director, Athletics	$38,593	$40,168	860
51.0	Director, Athletics/Men	$38,148	$39,722	82
52.0	Director, Athletics/Women	$32,200	$32,843	157
53.0	Director, Campus Recreation/Intramurals	$26,459	$27,433	365
54.0	Director, Alumni Affairs	$26,000	$28,420	732
55.0	Director, Information Office	$28,500	$30,193	406
56.0	Director, Community Services	$32,750	$34,751	277
57.0	Administrator, Hospital Medical Center	$84,000	$82,628	51
58.0	Director, Publications	$27,300	$29,174	356
59.0	Director, Risk Management and Insurance	$38,050	$39,155	96
60.0	Chief Planning and Budget Officer	$50,136	$53,121	92
61.0	Chief Development and Public Relations Officer	$49,400	$50,883	189
62.0	Director, Personnel and Affirmative Action	$31,800	$33,427	249
63.0	Director, Admissions and Financial Aid	$37,500	$38,276	151
65.0	Director, Development and Alumni Affairs	$35,280	$37,513	99
66.0	Director, Admissions and Registrar	$38,664	$38,392	212
67.0	Dean, Architecture	$62,760	$62,371	73
68.0	Dean, Agriculture	$63,400	$61,222	87
69.0	Dean, Arts and Letters	$48,000	$49,889	116
70.0	Dean, Arts and Sciences	$53,652	$55,323	406
71.0	Dean, Business	$52,000	$53,745	641
72.0	Dean, Communications	$47,423	$50,811	88
73.0	Dean, Continuing Education	$40,800	$42,542	572
74.0	Dean, Dentistry	$87,450	$87,916	48
75.0	Dean, Education	$52,000	$51,976	418
76.0	Dean, Engineering	$65,200	$65,663	247
78.0	Dean, Extension	$50,000	$50,897	83
79.0	Dean, Fine Arts	$49,044	$49,619	182
80.0	Dean, Graduate Programs	$56,000	$56,335	345
81.0	Dean, Health Related Professions	$48,440	$49,865	197
83.0	Dean, Humanities	$42,184	$43,743	207
85.0	Dean, Law	$83,000	$82,152	135
86.0	Dean, Library and Information Sciences	$50,195	$51,199	74
87.0	Dean, Mathematics	$41,988	$43,385	102
88.0	Dean, Medicine	$105,000	$112,483	81
89.0	Dean, Music	$52,500	$52,806	80
90.0	Dean, Nursing	$47,413	$49,346	303
91.0	Dean, Occupation Studies/Vocational Education/Technology	$42,500	$43,783	234
92.0	Dean, Pharmacy	$68,500	$69,546	58
94.0	Dean, Sciences	$46,335	$47,549	265
95.0	Dean, Social Sciences	$42,924	$44,070	210
96.0	Dean, Social Work	$62,800	$59,219	71
98.0	Dean, Undergraduate Programs	$48,500	$49,371	87

Table 54

Summary of All Reported Salaries By Institutional Type (Primary)

POSITION TITLE: Chief Executive Officer of a Single Institution (President/Chancellor) **POSITION CODE:** 2.0
POSITION DESCRIPTION: The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education.

INSTITUTIONAL TYPE	MED	Q1	Q3	N
All Institutions	$65,899	$55,296	$79,300	1422
Public Institutions	$65,975	$57,539	$76,056	789
Private Institutions	$65,520	$52,150	$84,000	626
Private Independent Institutions	$75,000	$60,000	$95,000	329
Private Religious Institutions	$57,500	$45,000	$70,000	297
System Offices	$62,263	$45,795	$70,000	15
All Universities	$80,000	$69,760	$93,347	378
Public Universities with Enrollment 4999 or Less	$68,000	$62,784	$77,040	74
Public Universities with Enrollment 5000 - 9999	$73,644	$67,000	$80,250	78
Public Universities with Enrollment 10,000 - 19,999	$86,996	$77,000	$93,000	76
Public Universities with Enrollment 20,000 or More	$94,150	$91,226	$102,000	28
Private Universities with Enrollment 4999 or Less	$80,850	$70,000	$96,554	80
Private Universities with Enrollment 5000 or More	$110,000	$97,000	$142,000	38
All Four-Year Colleges	$65,010	$54,130	$76,000	491
Public Four-Year Colleges with Enrollment 4999 or Less	$65,040	$59,800	$72,500	83
Public Four-Year Colleges with Enrollment 5000 or More	$75,048	$73,000	$77,070	19
Private Four-Year Colleges with Enrollment 999 or Less	$54,075	$43,890	$64,000	190
Private Four-Year Colleges with Enrollment 1000 or More	$75,000	$61,500	$86,757	196
All Two-Year Colleges	$59,500	$52,937	$66,191	417
Public Two-Year Colleges with Enrollment 999 or Less	$52,500	$47,716	$58,400	78
Public Two-Year Colleges with Enrollment 1000 - 2499	$59,850	$54,000	$63,675	131
Public Two-Year Colleges with Enrollment 2500 - 4999	$62,856	$56,500	$67,275	93
Public Two-Year Colleges with Enrollment 5000 - 9999	$66,749	$63,055	$73,363	41
Public Two-Year Colleges with Enrollment 1000 or More	$71,781	$62,664	$79,060	25
Private Two-Year Colleges	$50,000	$39,000	$60,000	47
Public Universities with Budgets $24.9-Million or Less	$70,000	$63,000	$80,000	126
Public Universities with Budgets $25 - 49.9-Million	$73,295	$67,000	$79,000	81
Public Universities with Budgets $50 - 99.9-Million	$85,000	$78,000	$91,972	49
Public Universities with Budgets $100 - 149.9-Million	$92,474	$86,525	$104,000	15
Public Universities with Budgets $150-Million or More	$94,150	$83,000	$100,000	44
Private Universities with Budgets $24.9-Million or Less	$75,000	$65,467	$90,082	57
Private Universities with Budgets $25 - 49.9-Million	$90,000	$81,500	$106,400	26
Private Universities with Budgets $50 - 99.9-Million	$110,000	$100,000	$120,000	17
Private Universities with Budgets $100 - 149.9-Million	$138,300	$101,000	$170,000	4
Private Universities with Budgets $150-Million or More	$127,000	$115,000	$175,000	14
Public Four-Year Colleges with Budgets $9.9-Million or Less	$57,747	$52,200	$67,150	33
Public Four-Year Colleges with Budgets $10-Million or More	$71,000	$65,040	$76,050	69
Private Four-Year Colleges with Budgets $4.9-Million or Less	$47,250	$40,000	$55,200	94
Private Four-Year Colleges with Budgets $5 - 14.9-Million	$64,000	$55,000	$75,000	216
Private Four-Year Colleges with Budgets $15-Million or More	$87,400	$76,000	$102,500	74
Two-Year Colleges with Budgets $4.9-Million or Less	$52,937	$46,000	$58,500	145
Two-Year Colleges with Budgets $5 - 9.9-Million	$60,000	$54,300	$64,800	134
Two-Year Colleges with Budgets $10 - 14.9-Million	$64,000	$57,900	$68,500	51
Two-Year Colleges with Budgets $15-Million or More	$67,600	$62,664	$74,268	85
Two-Year Technical Colleges	$54,802	$47,940	$59,742	29

Table 55

Summary of All Reported Salaries By Institutional Type (Primary)

POSITION TITLE: Chief Academic Officer (may also be titled Provost) **POSITION CODE:** 4.0
POSITION DESCRIPTION: The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

INSTITUTIONAL TYPE	MED	Q1	Q3	N
All Institutions	$51,500	$42,050	$63,370	1462
Public Institutions	$54,340	$46,000	$65,250	847
Private Institutions	$46,200	$37,286	$59,088	610
Private Independent Institutions	$51,700	$41,160	$65,850	320
Private Religious Institutions	$41,545	$35,000	$51,500	290
System Offices	$64,500	$51,300	$83,000	68
All Universities	$67,000	$58,000	$79,000	409
Public Universities with Enrollment 4999 or Less	$57,634	$51,520	$62,792	76
Public Universities with Enrollment 5000 - 9999	$63,200	$57,000	$68,500	80
Public Universities with Enrollment 10,000 - 19,999	$74,000	$67,400	$80,500	83
Public Universities with Enrollment 20,000 or More	$84,000	$76,061	$91,000	57
Private Universities with Enrollment 4999 or Less	$59,160	$50,500	$67,000	69
Private Universities with Enrollment 5000 or More	$88,400	$72,000	$100,000	42
All Four-Year Colleges	$48,300	$38,500	$57,750	484
Public Four-Year Colleges with Enrollment 4999 or Less	$55,000	$47,274	$60,700	81
Public Four-Year Colleges with Enrollment 5000 or More	$62,020	$58,237	$66,732	20
Private Four-Year Colleges with Enrollment 999 or Less	$38,000	$31,145	$43,680	181
Private Four-Year Colleges with Enrollment 1000 or More	$52,000	$45,500	$62,450	200
All Two-Year Colleges	$46,632	$41,185	$52,875	433
Public Two-Year Colleges with Enrollment 999 or Less	$41,783	$37,820	$45,000	78
Public Two-Year Colleges with Enrollment 1000 - 2499	$46,556	$42,500	$49,980	132
Public Two-Year Colleges with Enrollment 2500 - 4999	$48,935	$45,332	$54,808	95
Public Two-Year Colleges with Enrollment 5000 - 9999	$54,200	$51,685	$57,126	43
Public Two-Year Colleges with Enrollment 1000 or More	$58,266	$51,300	$63,800	33
Private Two-Year Colleges	$33,418	$27,000	$40,000	51
Public Universities with Budgets $24.9-Million or Less	$57,500	$50,504	$62,792	122
Public Universities with Budgets $25 - 49.9-Million	$61,300	$56,220	$67,000	81
Public Universities with Budgets $50 - 99.9-Million	$72,500	$66,000	$78,482	52
Public Universities with Budgets $100 - 149.9-Million	$78,200	$77,000	$85,500	18
Public Universities with Budgets $150-Million or More	$82,104	$74,700	$90,000	74
Private Universities with Budgets $24.9-Million or Less	$53,875	$47,500	$62,000	49
Private Universities with Budgets $25 - 49.9-Million	$68,500	$58,000	$80,000	25
Private Universities with Budgets $50 - 99.9-Million	$78,400	$72,000	$89,000	17
Private Universities with Budgets $100 - 149.9-Million	$90,900	$88,000	$92,000	5
Private Universities with Budgets $150-Million or More	$100,000	$90,000	$115,000	15
Public Four-Year Colleges with Budgets $9.9-Million or Less	$46,000	$40,387	$53,430	34
Public Four-Year Colleges with Budgets $10-Million or More	$60,912	$55,704	$66,200	67
Private Four-Year Colleges with Budgets $4.9-Million or Less	$34,000	$29,393	$39,400	92
Private Four-Year Colleges with Budgets $5 - 14.9-Million	$45,163	$39,800	$52,000	209
Private Four-Year Colleges with Budgets $15-Million or More	$63,000	$52,584	$70,000	79
Two-Year Colleges with Budgets $4.9-Million or Less	$40,000	$32,558	$44,200	144
Two-Year Colleges with Budgets $5 - 9.9-Million	$46,775	$43,600	$50,350	136
Two-Year Colleges with Budgets $10 - 14.9-Million	$49,460	$46,010	$54,252	51
Two-Year Colleges with Budgets $15-Million or More	$54,800	$50,265	$60,820	100
Two-Year Technical Colleges	$40,620	$35,509	$47,472	38

Table 56

Summary of All Reported Salaries By Institutional Type (Primary)

POSITION TITLE: Chief Business Officer **POSITION CODE:** 5.0

POSITION DESCRIPTION: The senior administrative official responsible for the direction of business and financial affairs. Functions supervised typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting, and related matters.

INSTITUTIONAL TYPE	MED	Q1	Q3	N
All Institutions	$48,985	$39,251	$60,375	1476
Public Institutions	$50,593	$42,000	$61,163	855
Private Institutions	$45,000	$35,000	$58,866	614
Private Independent Institutions	$51,000	$39,407	$65,000	318
Private Religious Institutions	$40,000	$32,000	$50,000	296
System Offices	$63,907	$47,716	$72,200	76
All Universities	$63,000	$52,950	$73,000	413
Public Universities with Enrollment 4999 or Less	$50,856	$45,200	$58,000	76
Public Universities with Enrollment 5000 - 9999	$59,500	$51,183	$65,000	79
Public Universities with Enrollment 10,000 - 19,999	$67,100	$60,500	$70,500	81
Public Universities with Enrollment 20,000 or More	$77,000	$69,500	$85,200	55
Private Universities with Enrollment 4999 or Less	$55,000	$47,250	$65,400	75
Private Universities with Enrollment 5000 or More	$78,000	$72,307	$92,500	43
All Four-Year Colleges	$45,500	$36,650	$56,500	489
Public Four-Year Colleges with Enrollment 4999 or Less	$50,306	$42,425	$57,000	82
Public Four-Year Colleges with Enrollment 5000 or More	$60,900	$57,685	$65,062	20
Private Four-Year Colleges with Enrollment 999 or Less	$36,650	$30,880	$43,270	186
Private Four-Year Colleges with Enrollment 1000 or More	$50,800	$44,000	$62,000	198
All Two-Year Colleges	$44,064	$37,685	$50,705	435
Public Two-Year Colleges with Enrollment 999 or Less	$38,496	$32,800	$41,800	76
Public Two-Year Colleges with Enrollment 1000 - 2499	$44,000	$39,055	$48,434	136
Public Two-Year Colleges with Enrollment 2500 - 4999	$46,254	$42,000	$53,062	92
Public Two-Year Colleges with Enrollment 5000 - 9999	$52,000	$49,000	$56,600	46
Public Two-Year Colleges with Enrollment 1000 or More	$59,093	$51,150	$63,907	36
Private Two-Year Colleges	$30,000	$23,000	$38,000	47
Public Universities with Budgets $24.9-Million or Less	$50,600	$44,218	$59,585	126
Public Universities with Budgets $25 - 49.9-Million	$57,240	$51,183	$62,200	82
Public Universities with Budgets $50 - 99.9-Million	$65,093	$60,500	$68,406	51
Public Universities with Budgets $100 - 149.9-Million	$75,500	$70,500	$77,500	20
Public Universities with Budgets $150-Million or More	$75,608	$66,588	$83,000	68
Private Universities with Budgets $24.9-Million or Less	$52,000	$42,902	$64,650	54
Private Universities with Budgets $25 - 49.9-Million	$62,500	$56,000	$76,500	27
Private Universities with Budgets $50 - 99.9-Million	$74,330	$73,000	$78,500	18
Private Universities with Budgets $100 - 149.9-Million	$100,000	$73,000	$110,000	5
Private Universities with Budgets $150-Million or More	$86,000	$84,000	$100,000	14
Public Four-Year Colleges with Budgets $9.9-Million or Less	$43,311	$37,235	$49,488	33
Public Four-Year Colleges with Budgets $10-Million or More	$57,600	$50,750	$60,900	69
Private Four-Year Colleges with Budgets $4.9-Million or Less	$32,500	$27,106	$38,000	93
Private Four-Year Colleges with Budgets $5 - 14.9-Million	$44,000	$37,193	$52,000	214
Private Four-Year Colleges with Budgets $15-Million or More	$62,870	$54,000	$72,000	76
Two-Year Colleges with Budgets $4.9-Million or Less	$36,200	$29,700	$42,000	142
Two-Year Colleges with Budgets $5 - 9.9-Million	$44,000	$39,607	$48,434	139
Two-Year Colleges with Budgets $10 - 14.9-Million	$48,585	$43,008	$52,014	49
Two-Year Colleges with Budgets $15-Million or More	$54,541	$48,500	$59,793	103
Two-Year Technical Colleges	$36,312	$30,511	$42,570	40

Table 57

Summary of All Reported Salaries By Institutional Type (Primary)

POSITION TITLE: Chief Personnel/Human Resource Officer **POSITION CODE:** 10.0

POSITION DESCRIPTION: The senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and, where applicable, labor relations.

INSTITUTIONAL TYPE	MED	Q1	Q3	N
All Institutions	$37,750	$29,500	$47,700	715
Public Institutions	$40,388	$33,000	$49,178	465
Private Institutions	$32,400	$25,000	$41,000	246
Private Independent Institutions	$33,575	$25,626	$43,450	171
Private Religious Institutions	$30,000	$22,080	$37,100	75
System Offices	$50,000	$43,994	$62,053	63
All Universities	$41,974	$33,730	$52,816	334
Public Universities with Enrollment 4999 or Less	$33,280	$28,300	$37,100	43
Public Universities with Enrollment 5000 - 9999	$36,088	$32,009	$42,527	64
Public Universities with Enrollment 10,000 - 19,999	$45,732	$39,396	$51,000	80
Public Universities with Enrollment 20,000 or More	$57,500	$47,232	$67,100	52
Private Universities with Enrollment 4999 or Less	$32,600	$26,250	$39,868	53
Private Universities with Enrollment 5000 or More	$52,816	$43,974	$62,527	38
All Four-Year Colleges	$30,500	$23,100	$38,300	183
Public Four-Year Colleges with Enrollment 4999 or Less	$30,000	$24,984	$38,496	35
Public Four-Year Colleges with Enrollment 5000 or More	$45,456	$40,000	$47,700	17
Private Four-Year Colleges with Enrollment 999 or Less	$22,682	$17,450	$25,626	25
Private Four-Year Colleges with Enrollment 1000 or More	$31,200	$24,000	$36,600	104
All Two-Year Colleges	$38,125	$30,337	$47,472	139
Public Two-Year Colleges with Enrollment 999 or Less	$24,000	$19,320	$27,058	12
Public Two-Year Colleges with Enrollment 1000 - 2499	$33,390	$29,500	$37,314	30
Public Two-Year Colleges with Enrollment 2500 - 4999	$37,301	$29,208	$44,107	36
Public Two-Year Colleges with Enrollment 5000 - 9999	$45,131	$41,600	$49,178	30
Public Two-Year Colleges with Enrollment 1000 or More	$50,556	$46,300	$53,838	25
Private Two-Year Colleges	$16,978	$15,600	$30,000	6
Public Universities with Budgets $24.9-Million or Less	$30,900	$25,112	$35,210	76
Public Universities with Budgets $25 - 49.9-Million	$36,168	$33,200	$41,808	63
Public Universities with Budgets $50 - 99.9-Million	$45,000	$36,670	$50,628	51
Public Universities with Budgets $100 - 149.9-Million	$49,000	$44,880	$58,044	17
Public Universities with Budgets $150-Million or More	$52,100	$46,350	$62,800	68
Private Universities with Budgets $24.9-Million or Less	$28,090	$25,000	$35,300	34
Private Universities with Budgets $25 - 49.9-Million	$37,000	$29,000	$47,025	20
Private Universities with Budgets $50 - 99.9-Million	$42,000	$40,400	$49,275	14
Private Universities with Budgets $100 - 149.9-Million	$47,500	$47,000	$57,650	5
Private Universities with Budgets $150-Million or More	$60,000	$55,000	$66,000	18
Public Four-Year Colleges with Budgets $9.9-Million or Less	$18,000	$15,060	$24,684	6
Public Four-Year Colleges with Budgets $10-Million or More	$38,268	$29,233	$45,456	46
Private Four-Year Colleges with Budgets $4.9-Million or Less	$18,020	$14,042	$25,000	8
Private Four-Year Colleges with Budgets $5 - 14.9-Million	$23,268	$20,000	$28,750	58
Private Four-Year Colleges with Budgets $15-Million or More	$34,000	$29,700	$39,160	63
Two-Year Colleges with Budgets $4.9-Million or Less	$20,460	$16,600	$25,300	16
Two-Year Colleges with Budgets $5 - 9.9-Million	$34,000	$29,500	$37,929	33
Two-Year Colleges with Budgets $10 - 14.9-Million	$37,314	$29,208	$42,372	25
Two-Year Colleges with Budgets $15-Million or More	$46,926	$40,130	$51,086	65
Two-Year Technical Colleges	$30,714	$26,000	$38,850	18

TABLE 58

Distribution of Salaries
All Institutions
Page 1

SALARY	1	2	3	4	5	6	7	8	9	10
$195,000- $195,999		1								
$177,000- $178,999	1	2								
$175,000- $175,999		1								
$170,000- $171,999		1	1							
$164,000- $164,999		1								
$159,000- $160,999		2		1						
$155,000- $156,999		2		1						
$154,000- $154,999	1									
$152,000- $152,999				1						
$150,000- $150,999	1	1			1					
$143,000- $144,999	1	1	1							
$141,000- $142,999		4								
$139,000- $140,999	1	1								
$138,000- $138,999	1	1								
$135,000- $136,999	1	2								
$134,000- $134,999				1						
$130,000- $131,999		2		1	1					
$129,000- $129,999										
$127,000- $127,999		1								
$124,000- $125,999	4	4							1	
$122,000- $123,999		4		1						
$120,000- $121,999	1	5	2		1					
$118,000- $119,999		4	2		1					
$117,000- $117,999	1			1			1			
$114,000- $117,999	2	4	1	3						
$112,000- $113,999	1	6	3	1	1					
$110,000- $111,999	3	16	3	4	2		1			
$108,000- $109,999	2	3	1		1					
$106,000- $107,999		12	2	2	1		1	1	1	
$104,000- $105,999		14	1	4	1		1		1	
$102,000- $103,999	6	8		2				1		
$101,000- $101,999	2	5			2					
$100,000- $100,999	3	17	2	3	2		3			
$99,000- $99,999		5	1	4					1	
$98,000- $98,999		6	2	2						
$97,000- $97,999	1	3	2	1		1	1		1	1
$96,000- $96,999	2	6		1	2		1	1		
$95,000- $95,999	3	9	1	5	1					
$94,000- $94,999		4		3	1					
$93,000- $93,999	1	12		3	1					
$92,000- $92,999	1	11	3	5	1		1			
$91,000- $91,999	1	6		7	1					
$90,000- $90,999	4	22	3	7	1	1	2			
$89,000- $89,999		13	2	3	4		1			
$88,000- $88,999	3	5	1	5	5					
$87,000- $87,999	1	8	2	5	2	3	1		2	1
$86,000- $86,999	1	10		3	4	3				1
$85,000- $85,999	4	18	1	3	5	3	1		1	
$84,000- $84,999	4	15	1	5	4	2	2			
$83,000- $83,999	1	13		3	3	2			1	1
$82,000- $82,999	3	16	1	8	3	1	2		1	1
$81,000- $81,999	6	14	1	9	2		2			
$80,000- $80,999	1	28	3	13	6	1	1	1	1	
$79,000- $79,999		14	1	9	8		2			
$78,000- $78,999	5	18	1	9	9	1	1	2		
$77,000- $77,999	3	18	2	14	10	2	2		2	1
$76,000- $76,999	1	20	2	8	16	1	2	2	2	5
$75,000- $75,999	2	42	5	14	17	1	6	2		1
$74,000- $74,999	2	17	3	15	10	4	1		2	1
$73,000- $73,999	2	30	2	10	12	1	4	2		1
$72,000- $72,999		24	4	17	7	6	5	1	1	3
$71,000- $71,999	3	27	1	7	12	6	7	3	3	
$70,000- $70,999	2	37	7	20	14	9	7	4	2	1
$69,000- $69,999	3	15	2	5	10	6	1	2	2	1
$68,000- $68,999	1	26	9	18	14	11	8	1	3	5
$67,000- $67,999	3	33	5	21	17	12	8		1	3
$66,000- $66,999	1	38	2	21	20	8	7		4	4
$65,000- $65,999	4	58	4	21	13	6	14	3	2	2
$64,000- $64,999	1	22	6	20	16	13	8	5	6	2
$61,000- $63,999		23	3	28	22	11	12	4	4	8
$62,000- $62,999		39	8	26	17	12	9	3	4	5
$61,000- $61,999	1	30	6	19	23	11	5	3	2	3
$60,000- $60,999	2	45	4	33	36	24	16	7	1	5
$59,000- $59,999	3	31	5	25	28	15	8	2	4	5
$58,000- $58,999	2	25	6	27	22	25	10	2	2	6
$57,000- $57,999		41	5	29	32	27	13	6	1	5
$56,000- $56,999	1	27	9	27	28	20	6	2	3	8
$55,000- $55,999	3	46	2	33	34	31	15	2	8	8
$54,000- $54,999	2	35	7	43	32	23	18	7	7	5
$53,000- $53,999	1	27	9	38	26	31	20	1	6	8
$52,000- $52,999	1	31	9	30	25	22	19	12	7	11
$51,000- $51,999		19	4	45	31	37	13	7	4	11
$50,000- $50,999	2	17	8	46	48	49	32	9	5	16
$49,000- $49,999		10	4	39	38	19	9	11	8	19
$48,000- $48,999		12	13	33	64	36	22	16	8	16
$47,000- $47,999		15	5	37	38	38	24	13	6	20
$46,000- $46,999		8	5	36	43	32	19	13	7	14
$45,000- $45,999	2	21	6	39	35	37	27	16	2	20
$44,000- $44,999		7	5	41	31	42	23	10	6	11
$43,000- $43,999		8	6	36	50	35	17	7	5	21
$42,000- $42,999		14	10	42	33	44	25	18	9	11
$41,000- $41,999		9	5	38	36	45	18	16	6	21
$40,000- $40,999	3	17	2	37	64	49	26	17	10	18
$39,000- $39,999	1	9	4	27	27	35	30	11	1	17
$38,000- $38,999	1	7	4	32	31	39	22	23	5	23
$37,000- $37,999		6	4	27	30	30	18	28	10	22
$36,000- $36,999		10	5	26	35	41	22	17	7	21
$35,000- $35,999		5	4	20	36	34	32	20	9	28
$34,000- $34,999		4	5	18	28	39	19	20	3	21
$33,000- $33,999		1	1	18	23	30	27	25	4	25
$32,000- $32,999		5		11	19	27	23	14	5	20
$31,000- $31,999		1	2	14	28	42	16	19	2	17
$30,000- $30,999	1	3	4	22	19	35	26	15	6	21
$29,000- $29,999		3	2	5	11	20	13	28	4	23
$28,000- $28,999	1	1	1	14	16	27	16	19	1	16
$27,000- $27,999		3	1	8	17	27	11	20	1	14
$26,000- $26,999		3	1	6	11	21	7	21	2	16
$25,000- $25,999		1		5	16	19	12	26	2	21
$24,000- $24,999				7	6	12	8	29	2	10
$23,000- $23,999		1	1	6	8	10	5	18	5	11
$22,000- $22,999	1			4	8	15	1	24		10
$21,000- $21,999		1		6	1	11	2	23		13
$20,000- $20,999				1	6	8	6	18	1	11
$19,000- $19,999			1	2	2	8	2	13	1	7
$18,000- $18,999				2	1	3	3	18	1	6
$17,000- $17,999	1				2	2	3	10		4
$16,000- $16,999					1	4	1	8	2	5
$15,000- $15,999		1						10		6
$14,000- $14,999					1		2	6	1	5
$13,000- $13,999				1	3	2		1		4
$12,000- $12,999				1	1	1	1	6		1
$11,000- $11,999		1		1			1			3
$10,000- $10,999		2	1				1	1		
less than $10,000										
N	136	1,421	304	1,457	1,471	1,371	838	357	245	710
Mean Salary	$82,811	$69,265	$61,043	$54,154	$50,722	$44,186	$46,200	$35,483	$48,610	$39,178

Distribution of Salaries
All Institutions
Page 2

SALARY	11	12	13	14	15	16	17	18	19	20
$192,000-$192,999	1									
$174,000-$175,999	2									
$170,000-$170,999	1									
$162,000-$163,999	2									
$160,000-$160,999	2									
$153,000-$153,999	1									
$145,000-$145,999	2									
$140,000-$141,999	2		1							
$130,000-$130,999	1									
$126,000-$126,999	2									
$124,000-$124,999			1							
$122,000-$122,999	1		1							
$118,000-$119,999	2		1							
$115,000-$115,999	1									
$110,000-$111,999	2									
$106,000-$107,999	3								1	
$104,000-$105,999	2									
$103,000-$103,999	1									
$100,000-$100,999	1									
$98,000-$99,999	3									
$95,000-$96,999	2		4							
$93,000-$94,999	3		1							
$92,000-$92,999										
$89,000-$90,999	2		1				1			
$87,000-$88,999	1			1			1		1	
$85,000-$86,999	1	1					4	2		
$83,000-$84,999		2								1
$81,000-$82,999	2						2	1 2		
$80,000-$80,999	2		2				2			
$79,000-$79,999			3							
			2							
$78,000-$78,999								2		
$77,000-$77,999	2						2			
$76,000-$76,999							1	1	1	
$75,000-$75,999		1	3				2			1
$74,000-$74,999		1	3			2	1	1	2	
$73,000-$73,999	1	2	1				3	2		
$72,000-$72,999		1	3				4	2		
$71,000-$71,999	1	1	4				3	3		
$70,000-$70,999		3	2			1	3	2	1	1
$69,000-$69,999		1	1	1			3	3	1	1
$68,000-$68,999	2	1	1			2	6	1		1
$67,000-$67,999		2	2				5	2	1	1
$66,000-$66,999		2	4				6	3	2	2
$65,000-$65,999	2	3	4				9	6	1	4
$64,000-$64,999		4	5	1		1	5	5		
$63,000-$63,999		1	3	1			6	11	2	1
$62,000-$62,999		2	4	2			10	4	3	2
$61,000-$61,999		1	2	1		1	5	10	2	5
$60,000-$60,999	2	11	6			1	15	5	2	5
$59,000-$59,999	2	2	3			2	5	6	3	4
$58,000-$58,999		7	6	3		1	11	4	2	4
$57,000-$57,999		4	5	4		2	6	7	1	1
$56,000-$56,999		10	1	4		8	12	8	2	3
$55,000-$55,999	2	8	5	2		4	9	12	4	2
$54,000-$54,999	1	3	8	4		3	13	10	1	2
$53,000-$53,999	1	8	7	6		7	12	17	3	2
$52,000-$52,999	1	5	7	3		3	18	15	3	4
$51,000-$51,999	1	10	2	4		4	17	9	2	
$50,000-$50,999	2	11	4	6		9	16	26	6	4
$49,000-$49,999	1	14	5	12		8	17	16	5	9
$48,000-$48,999		10	6	12		8	20	23	11	3
$47,000-$47,999		14	7	18		8	18	20	11	7
$46,000-$46,999	2	17	2	17		5	18	18	10	10
$45,000-$45,999	2	13	2	23		12	20	30	5	5
$44,000-$44,999	3	12	5	17		12	30	33	5	5
$43,000-$43,999	1	19	1	26		10	22	15	5	10
$42,000-$42,999	3	8	5	32		11	22	32	9	9
$41,000-$41,999	2	14	3	31		16	19	19	7	5
$40,000-$40,999	1	10	4	26		8	34	19	13	10
$39,000-$39,999	2	21	6	29		20	33	33	12	15
$38,000-$38,999		17	3	27		15	35	32	7	6
$37,000-$37,999		17	2	50		16	38	31	9	9
$36,000-$36,999	2	10	5	39		17	41	26	10	11
$35,000-$35,999	1	10	3	34		27	32	37	11	9
$34,000-$34,999	1	19	4	38		13	39	25	12	13
$33,000-$33,999	2	8	3	33		15	30	22	9	6
$32,000-$32,999	2	14	3	48		19	38	32	10	13
$31,000-$31,999	1	11	3	42		17	34	24	13	9
$30,000-$30,999	4	10	1	63		19	52	25	11	12
$29,000-$29,999		7		30		14	34	26	6	10
$28,000-$28,999	1	7	2	40		21	38	24	12	7
$27,000-$27,999		7	1	39		16	33	19	12	7
$26,000-$26,999	2	5	1	47		16	37	20	14	10
$25,000-$25,999		3	1	42		31	38	24	4	5
$24,000-$24,999	1	2		37		20	38	15	5	6
$23,000-$23,999		1		45		18	34	8	4	7
$22,000-$22,999		1	1	28		12	28	14	6	10
$21,000-$21,999				31		10	30	15	2	8
$20,000-$20,999	1	3		45		16	17	9	11	4
$19,000-$19,999	1	2		31		12	15	10	3	7
$18,000-$18,999		1		26		6	15	9	1	
$17,000-$17,999	1	3	1	24		17	7	7	2	2
$16,000-$16,999	2	2		23		6	8	2	2	3
$15,000-$15,999	1	2		21		6	7	1	1	2
$14,000-$14,999				9		2	2	6		3
$13,000-$13,999	1	1		3		1	1	1	2	1
$12,000-$12,999	1		3	6		5	1	2		
$11,000-$11,999			1	1		2				
$10,000-$10,999										
less than $10,000				1			1			2
N	107	423	197	1,189		558	1,194	908	321	319
Mean Salary	$74,575	$43,194	$54,258	$31,759		$33,662	$37,804	$39,795	$38,538	$37,614

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Distribution of Salaries
All Institutions
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SALARY	21	22	23	24	25	26	27	28	29	30
$143,000-$143,999		1								
$110,000-$110,999		1								
$98,000-$98,999							1			
$92,000-$92,999				1						
$87,000-$87,999		1		1	1		1			
$85,000-$85,999								1		
$82,000-$82,999				1			1		1	
$81,000-$81,999		1								
$78,000-$78,999							1		1	
$77,000-$77,999				1			2			
$76,000-$76,999				1			1			
$75,000-$75,999			1	1			2			
$74,000-$74,999	1						1			
$73,000-$73,999				1	1		1			
$72,000-$72,999		2		1			1			
$71,000-$71,999				1		1	1			
$70,000-$70,999		2		1	1		6		1	1
$69,000-$69,999		1	1	4			3			
$68,000-$68,999			1	4	1		3	1	1	1
$67,000-$67,999	1	2		2			2			
$66,000-$66,999		2		4			5			
$65,000-$65,999		2	1	2	1		4		3	
$64,000-$64,999				3	1		1		3	
$63,000-$63,999	2		1	1	1		2	1		
$62,000-$62,999	1			4			5		2	1
$61,000-$61,999		2		6	1		5		1	
$60,000-$60,999	1		1	3	1		5	1	3	1
$59,000-$59,999		2	1		1	1	8		2	
$58,000-$58,999		2		3	1		6	4	1	1
$57,000-$57,999	1	2		5	1		6	2		
$56,000-$56,999	4	3		3	3		5	2	2	
$55,000-$55,999	4	2	3	4	5		16	4	1	1
$54,000-$54,999	2	2	1	3	6		11	3	4	1
$53,000-$53,999	1	1	5	8	3		10	6	4	
$52,000-$52,999	2	8	2	11	6		11	3	4	2
$51,000-$51,999	9	9	4	6	4	2	12	4	3	2
$50,000-$50,999	2	11	5	7	4	1	17	5	3	3
$49,000-$49,999	2	8	3	3	2		13	9	2	
$48,000-$48,999	3	10	2	16	10	1	24	5	5	2
$47,000-$47,999	5	13	1	7	8	2	12	5	5	1
$46,000-$46,999	6	14	2	10	6	2	17	9	5	6
$45,000-$45,999	7	9	4	10	10	1	28	8	8	2
$44,000-$44,999	8	14	5	11	3	2	19	10	10	2
$43,000-$43,999	12	15	6	9	10	4	29	10	10	9
$42,000-$42,999	12	14	4	16	9	3	21	15	7	6
$41,000-$41,999	8	16	8	7	12	1	34	11	2	7
$40,000-$40,999	9	19	7	9	6	4	30	14	18	8
$39,000-$39,999	12	21	6	18	15	7	17	14	10	6
$38,000-$38,999	12	13	8	8	10	5	20	15	15	7
$37,000-$37,999	12	23	10	19	13	5	28	18	17	12
$36,000-$36,999	17	16	11	9	11	7	30	18	11	6
$35,000-$35,999	7	18	9	13	15	9	20	20	5	8
$34,000-$34,999	16	19	8	13	12	6	31	22	11	8
$33,000-$33,999	15	25	9	12	8	4	27	13	16	13
$32,000-$32,999	20	18	13	12	14	12	24	23	10	8
$31,000-$31,999	25	16	11	15	8	4	21	13	13	10
$30,000-$30,999	18	12	11	23	16	15	32	25	16	13
$29,000-$29,999	12	18	7	13	9	11	15	21	12	12
$28,000-$28,999	15	16	10	15	17	9	23	18	12	15
$27,000-$27,999	15	13	9	15	9	8	29	23	8	14
$26,000-$26,999	17	18	11	12	8	19	21	19	5	18
$25,000-$25,999	23	9	11	6	11	13	24	24	8	14
$24,000-$24,999	22	10	5	10	3	22	16	24	6	17
$23,000-$23,999	24	5	6	5	1	9	15	20	3	19
$22,000-$22,999	23	7	4	12	2	12	11	20	4	13
$21,000-$21,999	22	9	7	6	1	13	13	16	8	11
$20,000-$20,999	11	4	3	5	2	17	7	18	4	14
$19,000-$19,999	12	7	1	2	2	2	3	19	2	14
$18,000-$18,999	18	12	2	2		14	7	20	5	12
$17,000-$17,999	11		2	1	2	9	10	12		10
$16,000-$16,999	8	4	2		3	6	1	7	3	6
$15,000-$15,999	9	3	3	1		7	3	7	1	9
$14,000-$14,999	11	2	3			5	1	8	1	3
$13,000-$13,999	4	1			1	6	1	10	1	4
$12,000-$12,999	2	4	1	1		4		3	1	5
$11,000-$11,999	2	1				2		1	1	1
$10,000-$10,999	2					3		1		4
less than $10,000		1		1		10	2			1
N	520	516	252	440	312	300	835	605	321	364
Mean Salary	$30,814	$37,123	$34,689	$39,954	$38,217	$26,510	$39,342	$31,622	$37,014	$29,048

Distribution of Salaries
All Institutions
Page 4

SALARY	31	32	33	34	35	36	37	38	39	40
$128,000-$128,999										
$126,000-$126,999							1			
$90,000-$90,999					1					
$87,000-$87,999							1			
$86,000-$86,999		1					1			
$85,000-$85,999		2								
$84,000-$84,999		1					1			
$83,000-$83,999										
$81,000-$81,999							2			
$78,000-$78,999		1						1		
$77,000-$77,999								1		
$76,000-$76,999							3			
$75,000-$75,999		1					1			
$74,000-$74,999							2			
$72,000-$72,999		2					1			
$71,000-$71,999		3					1			
$70,000-$70,999		3	1			4	3		2	
$69,000-$69,999		4							1	1
$68,000-$68,999		2							1	1
$67,000-$67,999	1	2	1			1	2		1	
$66,000-$66,999		3							1	1
$65,000-$65,999		9		1			1		1	
$64,000-$64,999	1	3	1			1	2		1	
$63,000-$63,999		6					1		1	1
$62,000-$62,999		2					1		1	2
$61,000-$61,999		10	1		1	1	5			1
$60,000-$60,999		12	2				3		5	3
$59,000-$59,999		7	1	2		2	3		3	2
$58,000-$58,999	1	12				1	1		4	1
$57,000-$57,999	1	9		3			3	1	6	3
$56,000-$56,999	1	8		1			3		4	2
$55,000-$55,999		15	2	3	1	3	2		3	1
$54,000-$54,999	2	11	2	3		3	6	1	7	6
$53,000-$53,999	2	12	3	6		7	2		4	6
$52,000-$52,999	3	17	1	7		2	4	1	1	5
$51,000-$51,999	1	21	2	3		6	6		5	11
$50,000-$50,999	2	21	8	8	3	4	7	1	3	6
$49,000-$49,999	4	16	2			6	4	1	3	13
$48,000-$48,999	3	29	10	8	4	6	5	2	6	11
$47,000-$47,999	5	23	3	12	5	6	4		4	10
$46,000-$46,999	8	29	4	11	3	8	6	1	6	18
$45,000-$45,999	6	36	4	10	1	8	13		5	17
$44,000-$44,999	9	22	8	10	5	7	7	2	5	24
$43,000-$43,999	2	20	9	11	5	9	7	4	16	19
$42,000-$42,999	7	33	14	11	3	10	6	6	9	15
$41,000-$41,999	9	36	11	12	11	13	5		9	37
$40,000-$40,999	10	35	5	13	5	17	8	3	14	32
$39,000-$39,999	6	37	10	16	6	11	12	6	12	27
$38,000-$38,999	8	39	11	15	9	16	5	3	9	24
$37,000-$37,999	8	44	11	18	15	25	4	4	5	29
$36,000-$36,999	10	33	21	29	13	17	3	6	5	32
$35,000-$35,999	18	50	16	25	12	21	2	10	9	36
$34,000-$34,999	13	37	22	23	17	15	12	7	13	44
$33,000-$33,999	12	32	18	23	26	25	7	3	6	39
$32,000-$32,999	14	35	19	23	20	32	2	6	13	46
$31,000-$31,999	5	46	24	29	20	23	4	6	9	48
$30,000-$30,999	15	42	35	35	19	28	2	8	13	30
$29,000-$29,999	15	39	33	33	16	32	6	12	13	42
$28,000-$28,999	12	29	30	31	26	28	6	14	6	30
$27,000-$27,999	15	50	31	23	22	41		14	15	38
$26,000-$26,999	15	34	31	28	32	42	2	15	12	42
$25,000-$25,999	14	28	26	40	32	32	3	12	5	30
$24,000-$24,999	12	35	38	28	33	40	4	15	9	43
$23,000-$23,999	14	30	35	18	32	28		13	7	26
$22,000-$22,999	11	28	40	32	49	26	2	9	8	21
$21,000-$21,999	8	18	27	22	36	29		14	6	22
$20,000-$20,999	15	18	37	25	40	33	4	10	8	13
$19,000-$19,999	7	16	40	13	48	27	1	14	5	21
$18,000-$18,999	6	13	33	21	41	29	1	12	4	11
$17,000-$17,999	8	11	26	12	43	26	4	8	3	18
$16,000-$16,999	8	7	23	10	37	23	2	11		12
$15,000-$15,999	3	5	29	11	45	18	1	10	1	7
$14,000-$14,999	5	6	16	8	31	11	4	3		7
$13,000-$13,999	1	2	6	5	40	12		11	1	2
$12,000-$12,999	4	2	11	4	30	8		3		2
$11,000-$11,999	5	3	3	7	17	7				2
$10,000-$10,999			2	3	15	3		1		4
less than $10,000	3	2	2	2	14	3				1
N	368	1,250	801	747	884	836	233	285	1 330	998
Mean Salary	$31,126	$37,460	$27,649	$30,794	$23,614	$29,029	$44,469	$27,905	$38,367	$34,128

Distribution of Salaries
All Institutions
Page 5

SALARY	41	42	43	44	45	46	47	48	49	50
$120,000-$120,999										1
$110,000-$110,999										1
$93,000-$93,999							1			1
$92,000-$92,999							2			1
$91,000-$91,999							1			
$90,000-$90,999										2
$89,000-$89,999							1			
$88,000-$88,999							1			1
$87,000-$87,999		1					2			1
$86,000-$86,999							3			1
$85,000-$85,999							1			1
$84,000-$84,999							3			2
$83,000-$83,999							2			2
$82,000-$82,999							3			1
$81,000-$81,999							5			1
$80,000-$80,999							9			2
$79,000-$79,999							9			1
$78,000-$78,999		1	1				3			1
$77,000-$77,999							2			2
$76,000-$76,999							1			2
$75,000-$75,999							7			3
$74,000-$74,999							6			2
$73,000-$73,999							3			3
$72,000-$72,999		1					6		1	4
$71,000-$71,999							1			3
$70,000-$70,999		1	1	1	1		5			2
$69,000-$69,999		1					7			1
$68,000-$68,999						1	7			3
$67,000-$67,999							1			3
$66,000-$66,999					1		5			4
$65,000-$65,999		1	1				5			9
$64,000-$64,999		2	1		1		4			5
$63,000-$63,999		2			1		8			2
$62,000-$62,999	1	2					5			7
$61,000-$61,999		2		1	2		7		1	6
$60,000-$60,999		2			1	1	8		1	8
$59,000-$59,999		1	1		2		8		1	6
$58,000-$58,999	1	1	2	1	4		7		1	5
$57,000-$57,999		1	4		4	2	8		1	4
$56,000-$56,999			1		1		7		1	4
$55,000-$55,999		4	3		5	1	3		5	9
$54,000-$54,999		2	1	2	4		2		1	7
$53,000-$53,999		2	8	3	4	2	4		1	7
$52,000-$52,999	1	1	2		3	1	5		3	8
$51,000-$51,999			2	1	4	2	7		7	11
$50,000-$50,999	1	4	6	5	12	5	4		3	20
$49,000-$49,999	3	2	3	3	13	3	7	1	2	10
$48,000-$48,999	1	5	10	6	11	6	4		3	15
$47,000-$47,999		3	14	6	7	4	4		2	22
$46,000-$46,999	3	1	8	11	16	4		1	4	27
$45,000-$45,999	2		14	6	18	1	4		9	22
$44,000-$44,999	2	2	16	12	19	6	3	1	6	23
$43,000-$43,999	1		15	9	22	3	2		11	23
$42,000-$42,999	6	4	12	13	25	5		3	8	29
$41,000-$41,999	1	4	25	18	14	8		2	7	28
$40,000-$40,999	6	4	37	19	18	13	4	1	7	33
$39,000-$39,999	9	4	31	20	36	10		3	6	18
$38,000-$38,999	4	6	29	9	33	8	2	4	7	26
$37,000-$37,999	6	5	44	12	41	11	2	2	10	36
$36,000-$36,999	7	3	33	28	27	12	2	4	14	16
$35,000-$35,999	2	1	41	25	25	19	2	9	16	25
$34,000-$34,999	2	3	46	27	34	16	3	3	15	36
$33,000-$33,999	8		50	33	32	12	4	7	16	15
$32,000-$32,999	5	4	52	26	35	8	3	11	13	25
$31,000-$31,999	6	1	54	37	40	11	1	14	22	29
$30,000-$30,999	9	6	68	43	40	14	5	16	21	26
$29,000-$29,999	9	3	47	34	33	13	1	14	20	16
$28,000-$28,999	11	2	46	42	30	14		15	20	20
$27,000-$27,999	12	6	71	41	26	6	2	23	22	20
$26,000-$26,999	11	4	81	37	23	15	3	26	24	8
$25,000-$25,999	6	3	45	39	20	16	4	19	27	23
$24,000-$24,999	6	1	33	33	16	8	1	23	29	20
$23,000-$23,999	13	3	46	35	20	9	4	24	23	14
$22,000-$22,999	14	6	51	47	18	8	3	23	24	13
$21,000-$21,999	6	2	45	41	21	12	3	43	22	17
$20,000-$20,999	15	3	59	31	22	12	3	29	29	6
$19,000-$19,999	11	1	33	21	16	5	4	40	25	5
$18,000-$18,999	10	5	37	31	14	11	3	29	33	15
$17,000-$17,999	4	1	23	24	10	7	1	17	20	9
$16,000-$16,999	4	2	31	25	6	5		27	20	6
$15,000-$15,999	3		14	8	10	2	5	14	28	3
$14,000-$14,999	3		9	6	4	4	2	20	14	6
$13,000-$13,999	3	1	11	6	4	1	2	6	10	1
$12,000-$12,999	1		5	5	4	4	2	11	8	1
$11,000-$11,999			8	3	4		3	10	4	
$10,000-$10,999	1		1	1				10	5	2
less than $10,000	3		7	1	1	1	1	5	3	1
N	237	135	1,291	866	858	343	290	510	636	860
Mean Salary	$28,346	$30,135	$30,192	$29,023	$33,756	$31,673	$35,243	$22,869	$27,539	$40,168

Distribution of Salaries
All Institutions
Page 6

SALARY	51	52	53	54	55	56	57	58	59	60
$150,000-$150,999							1			
$140,000-$140,999							1			
$133,000-$133,999							1			
$127,000-$127,999							1			
$125,000-$125,999							1			
$122,000-$122,999							1			
$115,000-$115,999							1			
$112,000-$112,999							1			
$110,000-$110,999							2			
$107,000-$107,999							1			
$106,000-$106,999							1			
$105,000-$105,999							1			
$103,000-$103,999										
$102,000-$102,999										1
$100,000-$100,999							1			
$98,000-$98,999							1			
$95,000-$95,999										1
$93,000-$93,999							2			
$92,000-$92,999							1			
$91,000-$91,999							1			
$90,000-$90,999							1			
$89,000-$89,999										
$88,000-$88,999							1			1
$87,000-$87,999						1				
$85,000-$85,999							1			1
$84,000-$84,999							1			
$83,000-$83,999							1			1
$82,000-$82,999				1						1
$81,000-$81,999										
$80,000-$80,999							1	1		
$79,000-$79,999										
$78,000-$78,999				1						1
$77,000-$77,999								1		
$76,000-$76,999							2			1
$75,000-$75,999							3			1
$72,000-$72,999							1			1
$71,000-$71,999							1			1
$70,000-$70,999									1	1
$69,000-$69,999							1			2
$68,000-$68,999						1				
$67,000-$67,999				1						1
$66,000-$66,999				1						
$65,000-$65,999					1				1	
$64,000-$64,999						2				2
$63,000-$63,999						1	1		1	4
$62,000-$62,999				1		1	1		1	1
$61,000-$61,999				1	1	3		1		1
$60,000-$60,999			1	2	1					1
$59,000-$59,999				1	1	3			1	3
$58,000-$58,999			2	2	1	3	1			3
$57,000-$57,999				1	1	1	1			1
$56,000-$56,999			1	3	1	1		1	1	1
$55,000-$55,999			1	2	2	1	1		1	4
$54,000-$54,999				3	2	2			1	3
$53,000-$53,999			1	6	4	2		4	2	1
$52,000-$52,999			3	5	1	2		2	2	2
$51,000-$51,999			3	5	2	4		4	2	2
$50,000-$50,999			1	4	3	2		2	2	2
$49,000-$49,999				3	3	1		1	1	4
$48,000-$48,999			2	3	6	4		3	1	4
$47,000-$47,999			2	6	4	5		3	3	2
$46,000-$46,999			1	16	4	6	1	2	4	6
$45,000-$45,999				9	4	4		3	4	3
$44,000-$44,999			2	5	2	9		3	3	3
$43,000-$43,999			2	3	9	9		2	4	2
$42,000-$42,999			6	8	2	6		6	3	1
$41,000-$41,999			4	5	12	8		9	3	5
$40,000-$40,999			5	9	8	8	1	5	1	1
$39,000-$39,999			9	8	9	6	1	4	1	2
$38,000-$38,999			12	19	14	9		9	4	2
$37,000-$37,999			14	12	13	11		5	3	1
$36,000-$36,999			12	16	10	10		8	2	
$35,000-$35,999			14	16	12	7		8	1	
$34,000-$34,999			6	17	12	5		17	3	
$33,000-$33,999			7	18	11	11	3	10	2	
$32,000-$32,999			15	26	9	14	1	20	4	1
$31,000-$31,999			13	25	19	12		12	5	4
$30,000-$30,999			7	25	12	13		12	1	
$29,000-$29,999			15	40	18	11		12	9	
$28,000-$28,999			14	16	15	8		21	1	
$27,000-$27,999			13	26	12	11		20		
$26,000-$26,999			13	38	25	9	2	18	2	
$25,000-$25,999			8	28	17	9		14	1	
$24,000-$24,999			12	39	14	4		23		
$23,000-$23,999			17	38	16	4		11	2	1
$22,000-$22,999			16	30	16	10		11		
$21,000-$21,999			15	37	21	3		13	1	
$20,000-$20,999			23	31	19	2		9	1	
$19,000-$19,999			17	29	9	4		13	1	
$18,000-$18,999			9	25	5	5		7		
$17,000-$17,999			18	27	8	2		9		
$16,000-$16,999			9	12	8	2		5		
$15,000-$15,999			4	12	2	1		4		
$14,000-$14,999			3	7	3	1		3	1	1
$13,000-$13,999			7	4	1	1		4		
$12,000-$12,999			2	3	1					
$11,000-$11,999			1	1				1		
$10,000-$10,999			3	2		2				
less than $10,000										
N			365	732	406	277	51	356	98	92
Mean Salary			$27,433	$28,420	$30,193	$34,751	$82,628	$29,174	$39,155	$51,121

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Distribution of Salaries
All Institutions
Page 7

SALARY	61	62	63	64	65	66	67	68	69	70
$120,000-$120,999	1									
$107,000-$107,999										1
$106,000-$106,999	2									
$104,000-$104,999									1	
$102,000-$102,999										1
$100,000-$100,999										1
$99,000-$99,999									1	
$96,000-$96,999										1
$95,000-$95,999	2							1		
$93,000-$93,999								1		1
$92,000-$92,999								1		2
$90,000-$90,999										3
$89,000-$89,999								1		
$88,000-$88,999									1	2
$87,000-$87,999					1			1	1	3
$86,000-$86,999							1			1
$85,000-$85,999	2							2		3
$84,000-$84,999	1						2			1
$83,000-$83,999	4							1		1
$82,000-$82,999							1	2		1
$81,000-$81,999							1			3
$80,000-$80,999	3							2	2	4
$79,000-$79,999	1									
$78,000-$78,999	2						1	3		1
$77,000-$77,999	1		1				2	2		3
$76,000-$76,999	4						3		1	2
$75,000-$75,999	3						1	2		4
$74,000-$74,999	2							1		5
$73,000-$73,999							2	3	1	4
$72,000-$72,999					1		2			7
$71,000-$71,999							1	2		4
$70,000-$70,999		1	1				3	2	1	6
$69,000-$69,999	3						1	3	1	6
$68,000-$68,999	3	1					6	1	1	6
$67,000-$67,999	2						2	3	1	4
$66,000-$66,999	3	1					1	2		8
$65,000-$65,999	2	1	1		1		1	2	1	16
$64,000-$64,999	2					1	2	3	2	6
$63,000-$63,999	2	1	2				3	2	1	9
$62,000-$62,999	1	1					6		3	9
$61,000-$61,999	3					1	4	1	5	7
$60,000-$60,999	4	1	3		1	2	2		2	12
$59,000-$59,999	2	1				1	1	2		5
$58,000-$58,999	6	1	1			2	1		1	11
$57,000-$57,999	4	1	2		1	3	1	1	3	12
$56,000-$56,999	2		1			1	2		5	6
$55,000-$55,999	3	4	1		1	5	1	2	3	9
$54,000-$54,999	3	1	1			3	2	3	4	10
$53,000-$53,999	3	1	4		1	1	1	2	2	13
$52,000-$52,999	9	1			1	3	1	2	4	14
$51,000-$51,999	4		1		1		2	2	1	6
$50,000-$50,999	6	1	4		3	2	1	3		16
$49,000-$49,999	1	2	3			2	2	1	3	5
$48,000-$48,999	6	3	4		3	6	4	3	2	16
$47,000-$47,999	3	1			3	1		1	2	13
$46,000-$46,999	2	3	1		4	7		1	1	7
$45,000-$45,999	2	2	8		2	4	2	2	2	10
$44,000-$44,999	5	2	2		1	7		3	5	9
$43,000-$43,999	6	5	4			8	2	1	1	8
$42,000-$42,999	6	3	6		2	16			8	8
$41,000-$41,999	2	7	6		3	7			3	12
$40,000-$40,999	5	8	5		2	10		2	2	8
$39,000-$39,999	3	5	1		5	9			6	8
$38,000-$38,999	1	8	5		4	2		1	3	8
$37,000-$37,999	5	6	8		2	6		3	2	8
$36,000-$36,999	5	9	8		2	8		2	1	3
$35,000-$35,999	3	9	6		6	8	1		1	6
$34,000-$34,999	6	9	4		5	4	1		2	5
$33,000-$33,999	4	5	4		6	12		1	2	3
$32,000-$32,999	3	8	8		2	10			1	3
$31,000-$31,999	4	14	5		2	7	1		2	4
$30,000-$30,999	4	6	4			9			1	2
$29,000-$29,999	1	9	3		1	6		1		1
$28,000-$28,999	2	9	3		4	5				1
$27,000-$27,999	1	10	3		4	6			1	2
$26,000-$26,999	2	6	5		4	4				
$25,000-$25,999	4	14	3		4	3			2	1
$24,000-$24,999	1	9	5		3	4			1	3
$23,000-$23,999	1	7	2		3	3				2
$22,000-$22,999	1	3	3		1				1	
$21,000-$21,999		6	2		1	2				
$20,000-$20,999	2	7	2		1	1				
$19,000-$19,999		4			1			1		
$18,000-$18,999	2	1	1			1		1	1	
$17,000-$17,999		8	1		1					
$16,000-$16,999		1	1			2				
$15,000-$15,999	1	2								
$14,000-$14,999	1	2			1	1			1	
$13,000-$13,999		1	1							
$12,000-$12,999		2								
N	189	249	151		99	212	73	87	116	406
Mean Salary	$50,883	$33,427	$38,276		$37,513	$38,392	$62,371	$61,222	$49,889	$55,323

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Distribution of Salaries
All Institutions
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SALARY	71	72	73	74	75	76	77	78	79	80
$149,000- $149,999				1						
$134,000- $134,999	1									
$133,000- $133,999						1				
$129,000- $129,999						1				
$126,000- $126,999				1						1
$125,000- $125,999				1						
$124,000- $124,999	1									
$121,000- $121,999										1
$119,000- $119,999						1				
$115,000- $115,999	1									
$113,000- $113,999	1									
$111,000- $111,999						1				
$108,000- $108,999				1		1				
$107,000- $107,999	1			1						
$106,000- $106,999	1			2						1
$105,000- $105,999		1				1				
$104,000- $104,999				1						
$103,000- $103,999				1						
$102,000- $102,999				2						
$101,000- $101,999	2	1			1				1	
$100,000- $100,999						1				
$99,000- $99,999						1				
$98,000- $98,999				1						
$97,000- $97,999	1									
$96,000- $96,999	2									1
$95,000- $95,999			1			1				1
$94,000- $94,999						1				2
$93,000- $93,999						3				
$92,000- $92,999				2		3				1
$91,000- $91,999				2		2				1
$90,000- $90,999	2					4				1
$89,000- $89,999	2			2		2				1
$88,000- $88,999	1			2		2				1
$87,000- $87,999	4		2	2	1	2			1	1
$86,000- $86,999	4	1		1		5				1
$85,000- $85,999	10	1	1	2	1	6				1
$84,000- $84,999	2		1		2	2				1
$83,000- $83,999	3	1		1	2	3		1		1
$82,000- $82,999	3			1		3				2
$81,000- $81,999	3			4	1	4				4
$80,000- $80,999	5			1	1	5		1	1	1
$79,000- $79,999	4			1		5		1	1	2
$78,000- $78,999	9		1	1		3		1		1
$77,000- $77,999	1	1		1	6	2				1
$76,000- $76,999	3	1		2	1	2		1		2
$75,000- $75,999	5		1		1	4			1	1
$74,000- $74,999	5				2	4			1	2
$73,000- $73,999	5			1	1	3		2	1	1
$72,000- $72,999	6	2	2	1	4	5		1	1	1
$71,000- $71,999	8	1			4	5		1	1	5
$70,000- $70,999	8	1			3	6		2	1	2
$69,000- $69,999	9	1	5		4	4		2	1	6
$68,000- $68,999	11	1	3		6	3		1	1	5
$67,000- $67,999	5		2		5	2		1	1	6
$66,000- $66,999	10	4	4		4	3			1	5
$65,000- $65,999	14	1	2		13	5			2	10
$64,000- $64,999	8		5	1	10	5		1	1	5
$63,000- $63,999	16		7		12	4		2	4	5
$62,000- $62,999	14	2	10		16	6		2	2	10
$61,000- $61,999	8	1	5		6	5		2	2	4
$60,000- $60,999	13	4	2		10	2		2	4	5
$59,000- $59,999	9		9		8	4		2	5	10
$58,000- $58,999	18		6		13	3		2	5	17
$57,000- $57,999	14	1	9		11	3		2	3	14
$56,000- $56,999	16	2	11		11	5		1	6	7
$55,000- $55,999	14	3	7		12	6			4	13
$54,000- $54,999	12	1	12	1	8	2		2	6	8
$53,000- $53,999	8	1	13		7	4		2	5	3
$52,000- $52,999	20	1	9		11	2			5	5
$51,000- $51,999	7	2	8		11	2		2	3	10
$50,000- $50,999	19	4	13		15	5		4	5	32
$49,000- $49,999	15	3	11		8	3		3	8	13
$48,000- $48,999	18	3	17		14	3			7	6
$47,000- $47,999	13	5	14		12	2		1	6	10
$46,000- $46,999	18	1	15		12			3	5	15
$45,000- $45,999	21	3	13		12	7		2	9	6
$44,000- $44,999	10	2	20		7	3		2	4	10
$43,000- $43,999	7	3	15		4	6		3	3	5
$42,000- $42,999	13	4	12	1	14	5		1	4	5
$41,000- $41,999	16	2	17	2	6	5		1	4	2
$40,000- $40,999	19	2	25		8	3		4	5	4
$39,000- $39,999	13	1	23		10	3		2	3	3
$38,000- $38,999	10	5	27		8				3	4
$37,000- $37,999	13	2	16		4	3		1	2	5
$36,000- $36,999	10	2	14		6	2		4	4	4
$35,000- $35,999	12	2	22		8	3		2	1	4
$34,000- $34,999	13	2	17		7	3		1	2	6
$33,000- $33,999	7	1	12		1	3		1	1	2
$32,000- $32,999	8	1	19		4			1	4	2
$31,000- $31,999	4		12		7	2		1		2
$30,000- $30,999	7	1	16						1	1
$29,000- $29,999	6		11		6	1			1	3
$28,000- $28,999	9	2	19		2	1		2	1	3
$27,000- $27,999	8	1	13		3			1	1	2
$26,000- $26,999		1	5		1					2
$25,000- $25,999	7	1	2		6	1			1	2
$24,000- $24,999	7	1	6		4			1	1	2
$23,000- $23,999	3	1	2		2			1	1	2
$22,000- $22,999			3		2				1	2
$21,000- $21,999	2		5		1				1	1
$20,000- $20,999	1		9		2	1			1	1
$19,000- $19,999	1		8		2				1	
$18,000- $18,999			2		1					
$17,000- $17,999	1		2							
$16,000- $16,999	1									1
$15,000- $15,999					1					1
$14,000- $14,999										1
$13,000- $13,999			1						1	
N	641	88	553	48	419	247		80	102	345
Mean Salary	$53,745	$50,811	$42,562	$47,916	$51,976	$57,663		$50,807	$49,833	$38,135

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SALARY	81	82	83	84	85	86	87	88	89	90
$184,000-$184,999								1		
$180,000-$180,999								1		
$170,000-$170,999								2		
$169,000-$169,999								1		
$164,000-$164,999								1		
$160,000-$160,999								1		
$158,000-$158,999								1		
$150,000-$150,999								1		
$148,000-$148,999								1		
$147,000-$147,999								2		
$145,000-$145,999								1		
$141,000-$141,999					1					
$142,000-$142,999								1		
$141,000-$141,999								1		
$140,000-$140,999								1		
$137,000-$137,999								1		
$136,000-$136,999								2		
$135,000-$135,999								1		
$134,000-$134,999								4		
$132,000-$132,999								1		
$128,000-$128,999								1		
$127,000-$127,999					1			1		
$125,000-$125,999					1					
$121,000-$121,999					1					
$120,000-$120,999	1				2					
$118,000-$118,999					1					
$116,000-$116,999								1		
$115,000-$115,999								1		
$114,000-$114,999					1			1		
$111,000-$111,999					1					
$110,000-$110,999					1			1		
$109,000-$109,999					1			2		
$108,000-$108,999					2					
$107,000-$107,999					1			2		
$106,000-$106,999					1					
$105,000-$105,999					1			1		
$104,000-$104,999					1			1		
$103,000-$103,999								1		
$102,000-$102,999					2			1		
$101,000-$101,999					1					
$100,000-$100,999					4			1	1	1
$99,000-$99,999								1		
$98,000-$98,999					2			2		
$97,000-$97,999										
$96,000-$96,999					2			1		
$95,000-$95,999					1			1		
$94,000-$94,999								2		1
$93,000-$93,999					1			1	1	
$92,000-$92,999			1		1			1		1
$91,000-$91,999					2			2		
$90,000-$90,999					4			2		
$89,000-$89,999					1			1		
$88,000-$88,999					2		1			1
$87,000-$87,999	2		1		1	1				
$86,000-$86,999								1		
$85,000-$85,999			1		11	1	1	2	1	1
$84,000-$84,999					4					1
$83,000-$83,999	1		1		1					
$82,000-$82,999	1				1					
$81,000-$81,999			1		3					1
$80,000-$80,999					4					2
$79,000-$79,999	1				3			2	2	2
$78,000-$78,999	2				3			4	2	2
$77,000-$77,999	2		1		10	1		2	1	2
$76,000-$76,999	1		1		1			1		1
$75,000-$75,999	2				2					2
$74,000-$74,999	1						1			
$73,000-$73,999					2	2				2
$72,000-$72,999			2		2	2			1	2
$71,000-$71,999	1				1			1		1
$70,000-$70,999					4	1	1			1
$69,000-$69,999	1		1		2		1		2	6
$68,000-$68,999	1				2	1			2	3
$67,000-$67,999	2		1		2	1			1	2
$66,000-$66,999	2		1		1				1	1
$65,000-$65,999			1		2				2	8
$64,000-$64,999	1		2		2	1	1		1	1
$63,000-$63,999	1		2		2	1	1		2	5
$62,000-$62,999			2		1	1			2	5
$61,000-$61,999	1		2		1	1	1		2	5
$60,000-$60,999	1		1		1	1	1		1	4
$59,000-$59,999	1		1				1			1
$58,000-$58,999	1		2			2	2		1	2
$57,000-$57,999	1		2		1	1	2		1	1
$56,000-$56,999	1					1	2		1	1
$55,000-$55,999	1		1			1	1		1	9
$54,000-$54,999	4		1			1	1			4
$53,000-$53,999	1		4			1	1		4	7
$52,000-$52,999	1		2			1	1		2	3
$51,000-$51,999	1		2		1					7
$50,000-$50,999	2		1			1	1		1	12
$49,000-$49,999	1		1			1	2		1	5
$48,000-$48,999	10		1			1	2	1		6
$47,000-$47,999	1		1			2	2		2	5
$46,000-$46,999	1		2			2	1		2	5
$45,000-$45,999	1		1			2	2		1	9
$44,000-$44,999	1		4		1	1	2		2	5
$43,000-$43,999	1		1		1	1	1		1	5
$42,000-$42,999	1		1			1	1	1		5
$41,000-$41,999	2		1			1	1		1	1
$40,000-$40,999	1		1			1	1		1	5
$39,000-$39,999	2		1		2	1	1		1	6
$38,000-$38,999	1		1				1		1	6
$37,000-$37,999	2		1				1		1	5
$36,000-$36,999			1				1			9
$35,000-$35,999	1		1			1	1		1	10
$34,000-$34,999	1		1			1	1			10
$33,000-$33,999	1		1		1	1	1			7
$32,000-$32,999	1		1			1	1			8
$31,000-$31,999	1		1			1	1		1	8
$30,000-$30,999	1		1			1	1	1		8
$29,000-$29,999	1		1		1	1	1			3
$28,000-$28,999			1			1			1	6
$27,000-$27,999			4			1				2
$26,000-$26,999	1		4						1	2
$25,000-$25,999	1		1				1			5
$24,000-$24,999	1		1				1	1	1	
$23,000-$23,999	1		1				1		1	
$22,000-$22,999	1						1		1	
$21,000-$21,999	1						1			2
$20,000-$20,999			1		1		1			
$19,000-$19,999			1				1			1
$18,000-$18,999			1							1
$15,000-$15,999			1							
$13,000-$13,999	1						1		1	1
$12,000-$12,999						1				1
less than $10,000					2					
N	147		107		135	74	102	61	40	401
Mean Salary	$49,867		$47,743		$42,192	$51,199	$41,187	$52,481	$72,800	$49,340

Distribution of Salaries
All Institutions
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SALARY	91	92	93	94	95	96	97	98	99
$108,000-$108,999				1					
$107,000-$107,999		1							
$95,000-$95,999		1		1					
$94,000-$94,999		1							
$93,000-$93,999				1					
$92,000-$92,999		1			1	1			
$91,000-$91,999		1						1	
$90,000-$90,999						1			
$89,000-$89,999		1							
$88,000-$88,999				1					
$87,000-$87,999					1				
$86,000-$86,999				2					
$85,000-$85,999					1				
$83,000-$83,999				1					
$82,000-$82,999		1		2		1			
$81,000-$81,999		2		2					
$80,000-$80,999				2	2	1		1	
$79,000-$79,999		2		1		3			
$78,000-$78,999		6		2		2			
$77,000-$77,999		2			1	1			
$76,000-$76,999		2		2		1		1	
$75,000-$75,999	1	2		1	3				
$74,000-$74,999		1		3		1		1	
$73,000-$73,999	1	1			1	3		1	
$72,000-$72,999				2	4				
$71,000-$71,999		1		2	1	3			
$70,000-$70,999				1		2			
$69,000-$69,999	1	3		2	1	2			
$68,000-$68,999	1	1		2	1	4			
$67,000-$67,999	1	1						1	
$66,000-$66,999	1	3		7		1		1	
$65,000-$65,999	1	2		3	1	2		2	
$64,000-$64,999	2	3		4	1	1		1	
$63,000-$63,999	1	2		2	2	4		4	
$62,000-$62,999		3		2		4		1	
$61,000-$61,999	2					1		4	
$60,000-$60,999	2	1		3	2	2		2	
$59,000-$59,999	2	2			1	1			
$58,000-$58,999	4			5	1	1		2	
$57,000-$57,999	3	3		4	2			2	
$56,000-$56,999	3			3	3			2	
$55,000-$55,999	5	2		3	2	2		3	
$54,000-$54,999	3			1	2	5		4	
$53,000-$53,999	3			3	5	1		1	
$52,000-$52,999	5	1		9	6	1		1	
$51,000-$51,999	5	3		1	1			1	
$50,000-$50,999	10			7	9	1		1	
$49,000-$49,999	6			11	3	1		2	
$48,000-$48,999	11			17	10			7	
$47,000-$47,999	8			6	1			2	
$46,000-$46,999	7			12	11			2	
$45,000-$45,999	10			8	12	1		1	
$44,000-$44,999	5			11	5	1		1	
$43,000-$43,999	9	1		7	8	1		3	
$42,000-$42,999	15			5	7			3	
$41,000-$41,999	9			8	6	1		2	
$40,000-$40,999	10			4	10	2		4	
$39,000-$39,999	11			6	10	1		4	
$38,000-$38,999	11			4	5	1		2	
$37,000-$37,999	7			10	4			3	
$36,000-$36,999	13			6	6	1		1	
$35,000-$35,999	7			4	3	1		2	
$34,000-$34,999	5			8	5			1	
$33,000-$33,999	7			3	4	1			
$32,000-$32,999	5			2	6				
$31,000-$31,999	5			6	5	2		1	
$30,000-$30,999	2			3	5			2	
$29,000-$29,999	3			5	3			3	
$28,000-$28,999	2			8	5				
$27,000-$27,999	2			2	4			1	
$26,000-$26,999				7	1				
$25,000-$25,999	4			7	6	1			
$24,000-$24,999	1			1	3	2		1	
$23,000-$23,999					2				
$22,000-$22,999				1	1				
$21,000-$21,999				1	3				
$20,000-$20,999				1					
$19,000-$19,999						1			
$18,000-$18,999	1	1		2					
$15,000-$15,999	1							1	
$13,000-$13,999				1					
less than $10,000					1				
N	234	58		265	210	71		87	
Mean Salary	$43,783	$69,546		$47,549	$44,070	$59,219		$49,371	

APPENDIX A

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Abilene Christian University	003537	Univ	Pri-Rel		TX
Abraham Baldwin Agricultural College	001541	2-yr	Public		GA
Academy of Aeronautics	002665	2-yr	Pri-Ind		NY
Adams State College	001345	4-yr	Public		CO
Adrian College	002234	4-yr	Pri-Rel		MI
Agnes Scott College	001542	4-yr	Pri-Ind		GA
Aims Community College	007582	2-yr	Public		CO
Alamo Community College, System Office	003607	2-yr	Public	Office	TX
Albany College of Pharmacy	002885	Other	Pri-Ind		NY
Albany Junior College	001543	2-yr	Public	Campus	GA
Albany State College	001544	4-yr	Public		GA
Albertus Magnus College	001374	4-yr	Pri-Rel		CT
Alcorn State University	002396	Univ	Public		MS
Alderson-Broaddus College	003806	4-yr	Pri-Rel		WV
Alfred University	002668	Univ	Pri-Ind		NY
Alice Lloyd College	001951	4-yr	Pri-Ind		KY
Allan Hancock College	001111	2-yr	Public		CA
Allegany Community College	002057	2-yr	Public		MD
Allegheny College	003230	4-yr	Pri-Ind		PA
Allentown College of Saint Francis de Sales	003986	4-yr	Pri-Rel		PA
Alliance College	003232	4-yr	Pri-Ind		PA
Alma College	002236	4-yr	Pri-Ind		MI
Alpena Community College	002237	2-yr	Public		MI
Alverno College	003832	4-yr	Pri-Ind		WI
Alvin Community College	003539	2-yr	Public		TX
Amarillo College	003540	2-yr	Public		TX
Ambassador College	990080	4-yr	Pri-Rel		CA
American Academy of Dramatic Arts	007465	2-yr	Pri-Ind		NY
American College	029018	Other	Pri-Ind	Campus	PA
American College Testing Program	990062	Other	Pri-Ind		IA
American Graduate School of International Management	001070	Other	Pri-Ind		AZ
American River College	009552	2-yr	Public	Campus	CA
American Technological University	011854	Univ	Pri-Ind		TX
American University	001434	Univ	Pri-Ind		DC
Amherst College	002115	4-yr	Pri-Ind		MA
Anchorage Community College	001064	2-yr	Public	Campus	AK
Andover Newton Theological School	002116	Theol	Pri-Ind		MA
Angelo State University	003541	Univ	Public		TX
Anna Maria College	002117	4-yr	Pri-Ind		MA
Anne Arundel Community College	002058	2-yr	Public		MD
Anson Technical College	007985	Tech	Public	Campus	NC
Antillian College	005019	4-yr	Pri-Rel	Main	PR
Antioch University	008795	Univ	Pri-Ind	Office	OH
Appalachian State University	002906	Univ	Public	Campus	NC
Aquinas College	002239	4-yr	Pri-Ind		MI
Aquinas Institute	001632	Theol	Pri-Rel		MO
Arapahoe Community College	001346	2-yr	Public		CO
Arizona Board of Regents	990096	Other	Public		AZ
Arizona College of the Bible	029142	4-yr	Pri-Ind		AZ
Arizona State University	001081	Univ	Public		AZ
Arizona Western College	001071	2-yr	Public		AZ
Arkansas State University	001090	Univ	Public	Main	AR
Arkansas State University, Beebe	001091	2-yr	Public	Campus	AR
Arkansas Tech University	001089	Univ	Public		AR
Armstrong State College	001546	4-yr	Public	Campus	GA
Ashland College	003012	4-yr	Pri-Rel		OH
Association of University Programs in Health Administration	990092	Other	Pri-Ind		VA
Assumption College	002118	4-yr	Pri-Rel		MA
Athens State College	001008	2-yr	Public		AL
Atlanta Junior College	012165	2-yr	Public	Campus	GA
Atlantic Christian College	002908	4-yr	Pri-Rel		NC
Atlantic Community College	002596	2-yr	Public		NJ
Auburn University	001009	Univ	Public	Main	AL
Auburn University, Montgomery	008310	Univ	Public	Campus	AL
Augusta College	001552	4-yr	Public		GA
Augustana College	001633	4-yr	Pri-Rel		IL
Augustana College	003458	4-yr	Pri-Rel		SD
Aurora University	001634	Univ	Pri-Ind		IL
Austin College	003543	4-yr	Pri-Rel		TX
Austin Peay State University	003478	Univ	Public	Campus	TN
Austin Presbyterian Theological Seminary	003544	Theol	Pri-Rel		TX
Averett College	003702	4-yr	Pri-Rel		VA
Avila College	002449	4-yr	Pri-Rel		MO
Azusa Pacific University	001117	Univ	Pri-Rel		CA
Babson College	002121	4-yr	Pri-Ind		MA
Bacone College	003147	2-yr	Pri-Rel		OK
Baker University	001903	4-yr	Pri-Rel		KS
Bakersfield College	001118	2-yr	Public		CA
Ball State University	001786	Univ	Public		IN
Baptist Bible Institute	029252	4-yr	Pri-Rel		FL
Baptist College at Charleston	003419	4-yr	Pri-Rel		SC
Bard College	002671	4-yr	Pri-Ind		NY
Barnard College	002708	4-yr	Pri-Ind		NY
Barry University	001466	Univ	Pri-Ind		FL
Bartlesville Wesleyan College	003151	4-yr	Pri-Rel		OK
Bay Path Junior College	002122	2-yr	Pri-Ind		MA
Bay de Noc Community College	002240	2-yr	Public		MI
Bayamon Technological University College	010975	4-yr	Public	Campus	PR
Baylor College of Dentistry	004948	Med	Pri-Ind		TX
Baylor College of Medicine	004949	Med	Pri-Ind		TX
Beckley College	003807	2-yr	Pri-Ind		WV
Bellarmine College	001954	4-yr	Pri-Ind		KY

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Bellevue Community College	003769	2-yr	Public		WA
Belmont Technical College	009941	2-yr	Public		OH
Bennett College	002911	4-yr	Pri-Rel		NC
Bentley College	002124	4-yr	Pri-Ind		MA
Berea College	001955	4-yr	Pri-Ind		KY
Berklee College of Music	002126	4-yr	Pri-Ind		MA
Berkshire Community College	002167	2-yr	Public		MA
Berry College	001554	4-yr	Pri-Ind		GA
Bethany College	003808	4-yr	Pri-Ind		WV
Bethany College, Kansas	001904	4-yr	Pri-Rel		KS
Bethany Lutheran College	002337	2-yr	Pri-Rel		MN
Bethel College	001905	4-yr	Pri-Rel		KS
Bethel College	009058	4-yr	Pri-Rel		MN
Bethune-Cookman College	001467	4-yr	Pri-Rel		FL
Big Bend Community College	003770	2-yr	Public		WA
Biola University	001122	Univ	Pri-Rel		CA
Birmingham-Southern College	001012	4-yr	Pri-Rel		AL
Bishop College	003548	4-yr	Pri-Rel		TX
Bismarck Junior College	002988	2-yr	Public		ND
Black Hawk College	008318	2-yr	Public	Campus	IL
Black Hawk College, Quad-Cities	001638	2-yr	Public	Main	IL
Black Hills State College	003459	4-yr	Public	Campus	SD
Blackfeet Community College	029194	2-yr	Pri-Ind		MT
Blinn College	003549	2-yr	Public		TX
Bloomfield College	002597	4-yr	Pri-Ind		NJ
Bloomsburg University of Pennsylvania	003315	Univ	Public	Campus	PA
Blue Mountain Community College	003186	2-yr	Public		OR
Bluefield College	003703	4-yr	Pri-Rel		VA
Bluefield State College	003809	4-yr	Public		WV
Board of Trustees-State Universities and Colleges	990001	Other	Public		MD
Bossier Parish Community College	012033	2-yr	Public		LA
Boston College	002128	Univ	Pri-Ind		MA
Boston University	002130	Univ	Pri-Ind		MA
Bowdoin College	002038	4-yr	Pri-Ind		ME
Bowling Green State University	003018	Univ	Public		OH
Bowling Green State University, Firelands College	007856	2-yr	Public	Campus	OH
Bradley University	001641	Univ	Pri-Ind		IL
Brandeis University	002133	Univ	Pri-Ind		MA
Brewton-Parker College	001557	2-yr	Pri-Rel		GA
Briar Cliff College	001846	4-yr	Pri-Ind		IA
Bridgewater College	003704	4-yr	Pri-Rel		VA
Bristol Community College	002176	2-yr	Public	Campus	MA
Brookdale Community College	008404	2-yr	Public		NJ
Broward Community College	001500	2-yr	Public		FL
Brunswick Junior College	011558	2-yr	Public		GA
Bryant College	003402	4-yr	Pri-Ind		RI
Bryn Mawr College	003237	4-yr	Pri-Ind		PA
Bucks County Community College	003239	2-yr	Public		PA
Butler County Community College	001906	2-yr	Public		KS
Butler University	001788	Univ	Pri-Ind		IN
CBN University	029353	Other	Pri-Rel		VA
Cabrini College	003241	4-yr	Pri-Rel		PA
California Institute of Integral Studies	012154	Other	Pri-Ind		CA
California Institute of the Arts	001132	4-yr	Pri-Ind		CA
California Maritime Academy	001134	4-yr	Public		CA
California Polytechnic State University, San Luis Obispo	001143	Univ	Public	Campus	CA
California State College, Bakersfield	007993	4-yr	Public	Campus	CA
California State College, Stanislaus	001157	Univ	Public	Campus	CA
California State Polytechnic University, Pomona	001144	Univ	Public	Campus	CA
California State University, Dominguez Hills	001141	Univ	Public	Campus	CA
California State University, Fresno	001147	Univ	Public	Campus	CA
California State University, Hayward	001138	Univ	Public	Campus	CA
California State University, Long Beach	001139	Univ	Public	Campus	CA
California State University, Los Angeles	001140	Univ	Public	Campus	CA
California State University, Northridge	001153	Univ	Public	Campus	CA
California State University, San Bernardino	001142	Univ	Public	Campus	CA
California State University, System Office	001136	Univ	Public	Office	CA
California University of Pennsylvania	003316	Univ	Public	Campus	PA
Calumet College	001834	4-yr	Pri-Rel		IN
Calvin College	002241	4-yr	Pri-Rel		MI
Cameron University	003150	Univ	Public		OK
Canisius College	002681	4-yr	Pri-Ind		NY
Cape Cod Community College	002168	2-yr	Public		MA
Capitol Institute of Technology	001436	4-yr	Pri-Ind		MD
Caribbean Center for Advanced Studies	029063	Other	Pri-Ind	Main	PR
Carleton College	002340	4-yr	Pri-Ind		MN
Carlow College	003303	Other	Pri-Rel		PA
Carroll College	003838	4-yr	Pri-Ind		WI
Carthage College	003839	4-yr	Pri-Rel		WI
Case Western Reserve University	003024	Univ	Pri-Ind		OH
Casper College	003928	2-yr	Public		WY
Castleton State College	003683	4-yr	Public	Campus	VT
Catawba College	002914	4-yr	Pri-Rel		NC
Catholic University of America	001437	Univ	Pri-Ind		DC
Catholic University of Puerto Rico	003936	4-yr	Pri-Rel	Office	PR
Catonsville Community College	002063	2-yr	Public		MD
Cayey University College	007206	4-yr	Public		PR
Cayuga County Community College	002861	2-yr	Public		NY
Cecil Community College	008308	2-yr	Public		MD
Cecils Junior College	010264	2-yr	Pri-Ind		NC
Cedar Crest College	003243	4-yr	Pri-Ind		PA
Cedarville College	003025	4-yr	Pri-Rel		OH

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Central College	001850	4-yr	Pri-Rel		IA
Central Community College	029008	2-yr	Public	Office	NE
Central Connecticut State University	001378	Univ	Public	Campus	CT
Central Florida Community College	001471	2-yr	Public		FL
Central Michigan University	002243	Univ	Public		MI
Central Missouri State University	002454	Univ	Public		MO
Central State University	003152	Univ	Public		OH
Central Virginia Community College	004988	2-yr	Public	Campus	VA
Central Washington University	003771	Univ	Public		WA
Central Wesleyan College	003422	4-yr	Pri-Rel		SC
Central Wyoming College	007289	2-yr	Public		WY
Centralia College	003772	2-yr	Public	Office	WA
Chaminade University of Honolulu	001605	Univ	Pri-Rel	Main	HI
Champlain College	003684	2-yr	Pri-Ind		VT
Chapman College	001164	4-yr	Pri-Ind		CA
Chatham College	003556	4-yr	Pri-Ind		PA
Chattanooga State Technical Community College	003998	2-yr	Public	Campus	TN
Cheyney University of Pennsylvania	003317	Univ	Public		PA
Chicago State University	001694	Univ	Public	Campus	IL
Chicago Theological Seminary	001661	Theol	Pri-Rel		IL
Chipola Junior College	001472	2-yr	Public		FL
Christ Seminary-Seminex	012459	Theol	Pri-Rel		IL
Christian Brothers College	003482	4-yr	Pri-Rel		TN
Christopher Newport College	003706	4-yr	Public		VA
Church Divinity School of the Pacific	001165	Theol	Pri-Rel		CA
Church of God School of Theology	029311	Theol	Pri-Rel		TN
Cincinnati Technical College	010345	Tech	Public		OH
Circleville Bible College	003030	4-yr	Pri-Rel		OH
Cisco Junior College	003553	2-yr	Public		TX
Citadel, The Military College of South Carolina	003423	4-yr	Public		SC
City Colleges of Chicago, Chicago City-Wide College	029050	2-yr	Public	Campus	IL
City Colleges of Chicago, Daley College	001649	2-yr	Public	Campus	IL
City Colleges of Chicago, Kennedy-King College	001654	2-yr	Public	Campus	IL
City Colleges of Chicago, Loop College	001652	2-yr	Public	Campus	IL
City Colleges of Chicago, Malcolm X College	001650	2-yr	Public	Campus	IL
City Colleges of Chicago, Olive-Harvey College	009767	2-yr	Public	Campus	IL
City Colleges of Chicago, System Office	001647	2-yr	Public	Office	IL
City Colleges of Chicago, Truman College	001648	2-yr	Public	Campus	IL
City Colleges of Chicago, Wright College	001655	2-yr	Public	Campus	IL
Claremont University Center/Claremont Graduate School	001169	Other	Pri-Ind	Campus	CA
Clarendon College	003554	2-yr	Public		TX
Clarion University of Pennsylvania	003319	Univ	Public	Campus	PA
Clark College	003773	2-yr	Public		WA
Clark County Community College	010362	2-yr	Public		NV
Clark Technical College	004852	2-yr	Public		OH
Clark University	002139	Univ	Pri-Ind		MA
Clarke College	001852	4-yr	Pri-Rel		IA
Clarkson University	002699	Univ	Pri-Ind		NY
Clatsop Community College	003189	2-yr	Public		OR
Clayton Junior College	008976	2-yr	Public		GA
Clemson University	003425	Univ	Public		SC
Cleveland Institute of Music	003031	Other	Pri-Ind		OH
Cleveland State Community College	003999	2-yr	Public		TN
Cleveland State University	003032	Univ	Public		OH
Clinton Community College	006787	2-yr	Public		NY
Cochise College	001072	2-yr	Public	Office	AZ
Coffeyville Community College	001910	2-yr	Public		KS
Cogswell Polytechnical College	001177	4-yr	Pri-Ind	Main	CA
Colby College	002039	4-yr	Pri-Ind		ME
Colby Community College	001911	2-yr	Public		KS
Colgate University	002701	4-yr	Pri-Ind		NY
College Misericordia	003247	4-yr	Pri-Rel		PA
College of Alameda	008306	2-yr	Public	Campus	CA
College of Dupage	006656	2-yr	Public		IL
College of Eastern Utah	003676	2-yr	Public	Campus	UT
College of Ganado	010878	2-yr	Pri-Ind		AZ
College of Great Falls	002527	4-yr	Pri-Rel		MT
College of Lake County	007694	2-yr	Public		IL
College of Mount Saint Joseph	003033	4-yr	Pri-Rel		OH
College of Mount Saint Vincent	002703	4-yr	Pri-Ind		NY
College of New Rochelle	002704	4-yr	Pri-Ind		NY
College of Notre Dame	001179	4-yr	Pri-Ind		CA
College of Osteopathic Medicine of the Pacific	029133	Med	Pri-Ind		CA
College of Saint Benedict	002341	4-yr	Pri-Rel		MN
College of Saint Catherine	002342	4-yr	Pri-Rel		MN
College of Saint Joseph	003685	4-yr	Pri-Rel		VT
College of Saint Mary	002540	4-yr	Pri-Ind		NE
College of Saint Rose	002705	Other	Pri-Ind		NY
College of Saint Teresa	002344	4-yr	Pri-Rel		MN
College of Santa Fe	002649	4-yr	Pri-Ind		NM
College of Southern Idaho	001619	2-yr	Public		ID
College of William and Mary	003705	Univ	Public		VA
College of Wooster	003037	4-yr	Pri-Ind		OH
College of the Holy Cross	002141	4-yr	Pri-Rel		MA
College of the Mainland	007096	2-yr	Public		TX
College of the Siskiyous	001187	2-yr	Public		CA
Colorado School of Mines	001348	Univ	Public		CO
Colorado State University	001350	Univ	Public		CO
Columbia Basin Community College	003774	2-yr	Public		WA
Columbia Bible College	003429	4-yr	Pri-Ind		SC
Columbia College	002456	4-yr	Pri-Rel		MO
Columbia College	003430	4-yr	Pri-Rel		SC

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Columbia Greene Community College	006789	2-yr	Public	Campus	NY
Columbia Theological Seminary	001560	Theol	Pri-Rel		GA
Columbia University	002707	Univ	Pri-Ind	Main	NY
Columbia University, Teachers College	003979	Univ	Pri-Ind		NY
Columbus College	001561	4-yr	Public		GA
Columbus Technical Institu'	006867	Tech	Public		OH
Community College of Allegheny County	004051	2-yr	Public	Campus	PA
Community College of Allegheny County, Boyce	004052	2-yr	Public	Campus	PA
Community College of Allegheny County, North	029101	2-yr	Public	Campus	PA
Community College of Allegheny County, South	007184	2-yr	Public	Campus	PA
Community College of Allegheny County, System Office	003231	2-yr	Public	Office	PA
Community College of Baltimore	002061	2-yr	Public		MD
Community College of Beaver County	006807	2-yr	Public		PA
Community College of Denver	009757	2-yr	Public		CO
Community College of Micronesia	010343	2-yr	Public	Campus	TT
Community College of Rhode Island	003408	2-yr	Public	Main	RI
Community College of the Finger Lakes	007532	2-yr	Public		NY
Concord College	003810	4-yr	Public		WV
Concordia College	002247	4-yr	Pri-Rel		MI
Concordia College	002346	4-yr	Pri-Rel		MN
Concordia College	002709	4-yr	Pri-Rel		NY
Concordia College, Wisconsin	003842	4-yr	Pri-Rel	Campus	WI
Concordia Seminary	002457	Theol	Pri-Rel		MO
Connecticut College	001379	4-yr	Pri-Ind		CT
Connors State College	003153	2-yr	Public		OH
Conservatory of Music of Puerto Rico	010819	4-yr	Public		PR
Converse College	003431	4-yr	Pri-Ind		SC
Cornell College	001856	4-yr	Pri-Rel		IA
Cornell University	002711	Univ	Pri-Ind	Main	NY
Cornell University Medical College	004762	Med	Pri-Ind	Campus	NY
Corning Community College	002863	2-yr	Public	Campus	NY
Cosumnes River College	007536	2-yr	Public	Campus	CA
County College of Morris	007729	2-yr	Public		NJ
Covenant College	003484	4-yr	Pri-Rel		TN
Cowley County Community College	001902	2-yr	Public		KS
Crafton Hills College	009272	2-yr	Public	Campus	CA
Creighton University	002542	Univ	Pri-Rel		NE
Crosier Seminary Junior College	002349	2-yr	Pri-Rel		MN
Crouder College	002459	2-yr	Public		MO
Cuesta College	001192	2-yr	Public		CA
Cumberland College	001962	4-yr	Pri-Rel		KY
Cuyahoga Community College	008797	2-yr	Public		OH
D'youville College	002712	4-yr	Pri-Ind		NY
Dabney S. Lancaster Community College	004996	2-yr	Public		VA
Dakota State College	003463	4-yr	Public		SD
Dakota Wesleyan University	003461	4-yr	Pri-Rel		SD
Dallas County Community College District, System Office	003561	2-yr	Public	Office	TX
Dalton Junior College	003956	2-yr	Public	Campus	GA
Dartmouth College	002573	4-yr	Pri-Ind		NH
Davenport College of Business	002249	2-yr	Pri-Ind	Main	MI
Davidson County Community College	002919	2-yr	Public		NC
Dawson Community College	002529	2-yr	Public		MT
De Sales School of Theology	012029	Theol	Pri-Rel		DC
DePaul University	001671	Univ	Pri-Ind		IL
DePauw University	001792	Univ	Pri-Rel		IN
Dean Junior College	002144	2-yr	Pri-Ind		MA
Defiance College	003041	4-yr	Pri-Rel		OH
Del Mar College	003563	2-yr	Public		TX
Delaware State College	001428	4-yr	Public		DE
Delaware Technical and Community College, Southern	007053	2-yr	Public	Campus	DE
Delaware Technical and Community College, Stanton/Wilmington	011387	2-yr	Public	Campus	DE
Delaware Technical and Community College, System Office	008074	2-yr	Public	Office	DE
Delaware Technical and Community College, Terry	011727	2-yr	Public	Campus	DE
Delta College	002251	Other	Public		MI
Delta State University	002403	Univ	Public		MS
Denmark Technical College	005363	2-yr	Public		SC
Des Moines Area Community College	008735	2-yr	Public		IA
Devry Institute of Technology	008322	Other	Pri-Ind	Campus	AZ
Dickinson College	003253	4-yr	Pri-Ind		PA
District One Technical Institute	005304	Tech	Public		WI
Doane College	002544	4-yr	Pri-Rel		NE
Dominican College of Blauvelt	002713	4-yr	Pri-Ind		NY
Don Bosco College	002602	4-yr	Pri-Rel		NJ
Dordt College	001859	4-yr	Pri-Ind		IA
Drake University	001860	4-yr	Pri-Ind		IA
Drew University	002603	Univ	Pri-Ind		NJ
Drury College	002461	4-yr	Pri-Ind		MO
Duke University	002920	Univ	Pri-Ind		NC
Dundalk Community College	009935	2-yr	Public		MD
Dutchess Community College	002864	2-yr	Public	Campus	NY
Dyersburg State Community College	006835	2-yr	Public		TN
Earlham College	001793	4-yr	Pri-Rel		IN
East Carolina University	002923	Univ	Public	Campus	NC
East Central College	008862	2-yr	Public		MO
East Central Oklahoma State University	003154	Univ	Public		OK
East Mississippi Junior College	002405	2-yr	Public	Main	MS
East Stroudsburg University	003320	4-yr	Public	Campus	PA
East Tennessee State University	003487	Univ	Public	Campus	TN
East Texas State University	003565	Univ	Public	Main	TX
Eastern Christian College	029192	4-yr	Pri-Rel		MD
Eastern College	003259	4-yr	Pri-Ind		PA
Eastern Connecticut State University	001425	Univ	Public	Campus	CT

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Eastern Illinois University	001674	4-yr	Public		IL
Eastern Kentucky University	001963	Univ	Public		KY
Eastern Mennonite College and Seminary	003708	4-yr	Pri-Ind		VA
Eastern Michigan University	002259	Univ	Public		MI
Eastern Montana College	002530	4-yr	Public	Campus	MT
Eastern New Mexico University	002651	Univ	Public	Main	NM
Eastern Shore Community College	003748	2-yr	Public		VA
Eastern Washington University	003775	4-yr	Public		WA
Eastern Wyoming College	003929	2-yr	Public		WY
Eckerd College	001487	4-yr	Pri-Rel		FL
Edgewood College	003848	4-yr	Pri-Rel		WI
Edinboro University of Pennsylvania	003321	Univ	Public		PA
Edison Community College	001477	2-yr	Public		FL
Edison State Community College	012270	2-yr	Public		OH
Edmonds Community College	005001	2-yr	Public		WA
El Camino Community College	001197	2-yr	Public		CA
El Paso County Community College	010387	2-yr	Public		TX
Elizabeth City State University	002926	Univ	Public	Campus	NC
Elizabethtown Community College	029207	2-yr	Public	Campus	KY
Ellsworth Community College	001862	2-yr	Public	Campus	IA
Elmhurst College	001676	4-yr	Pri-Ind		IL
Elmira College	002718	4-yr	Pri-Ind		NY
Elms College	990094	4-yr	Pri-Ind		MA
Elon College	002927	4-yr	Pri-Ind		NC
Emanuel County Junior College	010997	2-yr	Public	Campus	GA
Emerson College	002146	4-yr	Pri-Ind		MA
Emmanuel School of Religion	012547	Theol	Pri-Rel		TN
Emory University	001564	Other	Pri-Ind		GA
Emory and Henry College	003709	4-yr	Pri-Rel		VA
Emporia State University	001927	Univ	Public		KS
Endicott College	002148	2-yr	Pri-Ind		MA
Episcopal Theological Seminary of the Southwest	003566	Theol	Pri-Rel		TX
Essex Community College	002070	2-yr	Public		MD
Eureka College	001678	4-yr	Pri-Ind		IL
Evangel College	002463	4-yr	Pri-Rel		MO
Evangelical School of Theology	029237	Theol	Pri-Rel		PA
Evergreen State College	008155	Univ	Public		WA
Fairfield University	001385	Univ	Pri-Ind		CT
Fayetteville State University	002928	Univ	Public	Campus	NC
Fayetteville Technical Institute	007640	2-yr	Public		NC
Feather River College	008597	2-yr	Public	Campus	CA
Felician College	001680	2-yr	Pri-Rel		IL
Felician College	002610	4-yr	Pri-Rel		NJ
Ferrum College	003711	4-yr	Pri-Rel		VA
Findlay College	003045	4-yr	Pri-Rel		OH
Fisk University	003490	Univ	Pri-Ind		TN
Fitchburg State College	002184	4-yr	Public		MA
Florence-Darlington Technical College	003990	Tech	Public		SC
Florida A & M University	001480	Univ	Public		FL
Florida Atlantic University	001481	Univ	Public	Campus	FL
Florida College	001482	2-yr	Pri-Ind		FL
Florida Institute of Technology	001469	Univ	Pri-Ind		FL
Florida International University	009635	Univ	Public		FL
Florida Keys Community College	001485	2-yr	Public		FL
Florida State University	001489	Univ	Public		FL
Fontbonne College	002464	4-yr	Pri-Ind		MO
Foothill Community College	001199	2-yr	Public	Campus	CA
Foothill-DeAnza Community College, System Office	009020	2-yr	Public	Office	CA
Fordham University	002722	Univ	Pri-Ind		NY
Forsyth Technical College	005317	Tech	Public		NC
Fort Hays State University	001915	Univ	Public		KS
Fort Lewis College	001353	4-yr	Public		CO
Fort Steilacoom Community College	005000	2-yr	Public		WA
Fort Wayne Bible College	001797	4-yr	Pri-Ind		IN
Francis Marion College	009296	4-yr	Public		SC
Frank Phillips College	003568	2-yr	Public		TX
Franklin Pierce College	002575	4-yr	Pri-Ind		NH
Franklin University	003046	4-yr	Pri-Ind		OH
Franklin and Marshall College	003265	4-yr	Pri-Ind		PA
Frederick Community College	002071	2-yr	Public		MD
Friends World College	008125	4-yr	Pri-Ind		NY
Front Range Community College	007933	2-yr	Public		CO
Frostburg State College	002072	4-yr	Public		MD
Furman University	003434	Univ	Pri-Rel		SC
Gallaudet College	001443	4-yr	Public		DC
Galveston College	006662	2-yr	Public		TX
Gannon University	003266	Univ	Pri-Rel		PA
Garland County Community College	012105	2-yr	Public		AR
Garrett Community College	010014	2-yr	Public		MD
Garrett-Evangelical Theological Seminary	012303	Theol	Pri-Rel		IL
Gaston College	002973	2-yr	Public		NC
General Theological Seminary	002726	Theol	Pri-Rel		NY
Genesee Community College	006782	2-yr	Public		NY
George Corley Wallace State Community College	009980	2-yr	Public	Campus	AL
George Fox College	003194	4-yr	Pri-Rel		OR
George Mason University	003749	Univ	Public		VA
George Washington University	001444	Univ	Pri-Ind		DC
George Williams College	001683	4-yr	Pri-Ind		IL
Georgetown University	001445	Univ	Pri-Rel		DC
Georgia Institute of Technology	001569	Univ	Public		GA
Georgia Southern College	001572	4-yr	Public		GA
Georgia Southwestern College	001573	4-yr	Public	Campus	GA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Georgia State University	001574	Univ	Public		GA
Georgian Court College	002608	4-yr	Pri-Rel		NJ
Germanna Community College	008660	2-yr	Public	Campus	VA
Gettysburg College	003268	4-yr	Pri-Rel		PA
Glenville State College	003813	4-yr	Public		WV
Gloucester County College	006901	2-yr	Public		NJ
Goddard College	003686	4-yr	Pri-Ind		VT
Golden Gate University	001205	Univ	Pri-Ind	Main	CA
Goldey Beacom College	001429	4-yr	Pri-Ind		DE
Gonzaga University	003778	Univ	Pri-Ind		WA
Gordon College	002153	4-yr	Pri-Ind		MA
Gordon-Conwell Theological Seminary	009747	Theol	Pri-Ind		MA
Goucher College	002073	4-yr	Pri-Ind		MD
Governors State University	009145	Univ	Public		IL
Grace College and Theological Seminary	001800	Other	Pri-Rel		IN
Graceland College	001866	4-yr	Pri-Rel		IA
Graduate Theological Union	001207	Other	Pri-Ind		CA
Grand Rapids Junior College	002267	2-yr	Public		MI
Grand Valley State College	002268	4-yr	Public		MI
Grand View College	001867	4-yr	Pri-Rel		IA
Grays Harbor College	003779	2-yr	Public		WA
Grayson County College	003570	2-yr	Public		TX
Greater New Haven State Technical College	029170	Tech	Public	Campus	CT
Greensboro College	002930	4-yr	Pri-Rel		NC
Grinnell College	001868	4-yr			IA
Guilford College	002931	4-yr	Pri-Ind		NC
Guilford Technical Community College	004838	Other	Public	Office	NC
Gustavus Adolphus College	002353	4-yr	Pri-Rel		MN
Hagerstown Junior College	002074	2-yr	Public		MD
Hahnemann University	003271	Univ	Pri-Ind		PA
Hamilton College	002728	4-yr	Pri-Ind		NY
Hamline University	002354	Univ	Pri-Rel		MN
Hampton University	003714	Univ	Pri-Ind		VA
Hannibal-LaGrange College	009089	4-yr	Pri-Rel		MO
Harcum Junior College	003272	2-yr	Pri-Ind		PA
Hardbarger Junior College of Business	004839	2-yr	Pri-Ind		NC
Hardin-Simmons University	003571	Univ	Pri-Rel		TX
Harford Community College	002075	2-yr	Public		MD
Harris-Stowe State College	002466	4-yr	Public		MO
Harrisburg Area Community College	003273	2-yr	Public		PA
Hartford College for Women	001386	2-yr	Pri-Ind		CT
Hartford Seminary	001387	Theol	Pri-Ind		CT
Hartwick College	002729	4-yr	Pri-Ind		NY
Haskell Indian Junior College	010438	2-yr	Public		KS
Hastings College	002548	4-yr	Pri-Rel		NE
Haverford College	003274	4-yr	Pri-Ind		PA
Haywood Technical College	008083	Tech	Public		NC
Heidelberg College	003048	4-yr	Pri-Rel		OH
Hellenic College-Holy Cross Greek Orthodox School of Theology	002154	4-yr	Pri-Rel		MA
Hendrix College	001099	4-yr	Pri-Rel		AR
Highland Community College	001921	2-yr	Public		KS
Hilbert College	002735	2-yr	Pri-Rel		NY
Hillsborough Community College	007870	2-yr	Public	Office	FL
Hillsdale Free Will Baptist College	010266	4-yr	Pri-Rel		OK
Hinds Junior College	002407	2-yr	Public	Main	MS
Hobart and William Smith Colleges	002731	4-yr	Pri-Ind		NY
Hollins College	003715	4-yr	Pri-Ind		VA
Holy Family College	003275	4-yr	Pri-Rel		PA
Hood College	002076	4-yr	Pri-Ind		MD
Hope College	002273	4-yr	Pri-Rel		MI
Horry-Georgetown Technical College	004925	2-yr	Public		SC
Housatonic Community College	004513	2-yr	Public		CT
Houston Community College, System Office	010633	2-yr	Public	Office	TX
Howard Community College	008175	2-yr	Public		MD
Howard Payne University	003575	4-yr	Pri-Rel		TX
Hudson County Community College	012954	2-yr	Public		NJ
Humphreys College	001212	4-yr	Pri-Ind		CA
Huntington College	001803	4-yr	Pri-Rel		IN
Huron College	003464	4-yr	Pri-Ind		SD
Husson College	002043	4-yr	Pri-Ind		ME
Hutchinson Community College	001923	2-yr	Public		KS
Idaho State University	001620	Univ	Public		ID
Illinois Benedictine College	001767	4-yr	Pri-Rel		IL
Illinois Central College	006753	2-yr	Public		IL
Illinois College	001688	4-yr	Pri-Ind		IL
Illinois College of Optometry	001689	4-yr	Pri-Ind		IL
Illinois Eastern Community Colleges, System Office	009135	2-yr	Public	Office	IL
Illinois Institute of Technology	001691	Univ	Pri-Ind		IL
Illinois State University	001692	Univ	Public		IL
Illinois Wesleyan University	001696	Univ	Pri-Rel		IL
Immaculata College	003276	4-yr	Pri-Ind		PA
Independence Community College	001924	2-yr	Public		KS
Indian Hills Community College	008736	2-yr	Public		IA
Indian River Community College	001493	2-yr	Public		FL
Indiana State University	009563	Univ	Public	Main	IN
Indiana State University, Evansville	001808	Univ	Public	Campus	IN
Indiana University of Pennsylvania	008810	Univ	Public	Campus	PA
Indiana University, Bloomington	001809	Univ	Public	Main	IN
Indiana University, East	001811	Univ	Public	Campus	IN
Indiana University, Kokomo	001814	Univ	Public	Campus	IN
Indiana University, Northwest	001815	Univ	Public	Campus	IN
Indiana University, South Bend	001816	Univ	Public	Campus	IN

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Indiana University, Southeast	001817	Univ	Public	Campus	IN
Indiana University, System Office	008002	Univ	Public	Office	IN
Indiana University-Purdue University, Fort Wayne	001812	Univ	Public	Campus	IN
Indiana University-Purdue University, Indianapolis	001813	Univ	Public	Campus	IN
Indiana Vocational Technical College, Central Indiana	009917	Tech	Public	Campus	IN
Indiana Vocational Technical College, Columbus	010038	Tech	Public	Campus	IN
Indiana Vocational Technical College, East Central	013146	Tech	Public	Campus	IN
Indiana Vocational Technical College, Kokomo	010041	2-yr	Public	Campus	IN
Indiana Vocational Technical College, Lafayette	010039	Tech	Public	Campus	IN
Indiana Vocational Technical College, North Central	008423	Tech	Public	Campus	IN
Indiana Vocational Technical College, Northeast	009926	Tech	Public	Campus	IN
Indiana Vocational Technical College, Northwest	013145	Tech	Public	Campus	IN
Indiana Vocational Technical College, South Central	010109	Tech	Public	Campus	IN
Indiana Vocational Technical College, Southeast	013144	Tech	Public	Campus	IN
Indiana Vocational Technical College, Southwest	009925	Tech	Public	Campus	IN
Indiana Vocational Technical College, System Office	009916	Tech	Public	Office	IN
Indiana Vocational Technical College, Wabash Valley	008547	Tech	Public	Campus	IN
Indiana Vocational Technical College, Whitewater	013140	Tech	Public	Campus	IN
Instituto Comercial de Puerto Rico Junior College	011940	2-yr	Pri-Ind	Main	PR
Interdenominational Theological Center	001568	Theol	Pri-Rel	Office	GA
International Graduate School	029270	Other	Pri-Ind		MO
Inver Hills Community College	990079	2-yr	Public		MN
Iona College	002737	4-yr	Pri-Ind		NY
Iowa Lakes Community College, System Office	001864	2-yr	Public	Office	IA
Iowa State University	001869	Univ	Public		IA
Iowa Valley Community College, System Office	990045	2-yr	Public	Office	IA
Iowa Wesleyan College	001871	4-yr	Pri-Rel		IA
Iowa Western Community College	008739	2-yr	Public		IA
Ithaca College	002739	4-yr	Pri-Ind		NY
J. Sargeant Reynolds Community College	003759	2-yr	Public	Campus	VA
Jackson Community College	002274	2-yr	Public		MI
Jackson State Community College	004937	2-yr	Public	Campus	TN
Jackson State University	002410	Univ	Public		MS
Jacksonville State University	001020	Univ	Public		AL
Jacksonville University	001495	Univ	Pri-Ind		FL
Jamestown Community College	002869	2-yr	Public		NY
Jarvis Christian College	003637	4-yr	Pri-Rel		TX
Jefferson Community College	002870	2-yr	Public		NY
Jefferson Technical College	007275	Tech	Public		OH
John A. Logan College	008076	2-yr	Public		IL
John Bastyr College of Naturopathic Medicine	002425	Other	Pri-Ind		WA
John Carroll University	003050	Univ	Pri-Rel		OH
John F. Kennedy University	004484	Univ	Pri-Ind		CA
Johns Hopkins University	002077	Univ	Pri-Ind		MD
Johnson C. Smith University	002936	4-yr	Pri-Ind		NC
Johnson County Community College	008244	2-yr	Public		KS
Joliet Junior College	001699	2-yr	Public		IL
Jones County Junior College	002411	2-yr	Public		MS
Kalamazoo College	002275	4-yr	Pri-Ind		MI
Kalamazoo Valley Community College	006949	2-yr	Public		MI
Kankakee Community College	007690	2-yr	Public		IL
Kansas City Art Institute	002473	4-yr	Pri-Ind		MO
Kansas City College and Bible School	029336	4-yr	Pri-Rel		KS
Kansas City Kansas Community College	001925	2-yr	Public		KS
Kansas State University	001928	Univ	Public		KS
Kansas Technical Institute	004611	Tech	Public		KS
Kearney State College	002551	4-yr	Public	Campus	NE
Keene State College	002590	4-yr	Public	Campus	NH
Kemper Military School and College	002475	2-yr	Pri-Ind		MO
Kennebec Valley Vocational-Technical Institute	009826	Tech	Public	Campus	ME
Kennesaw College	001577	4-yr	Public		GA
Kent State University	003051	Univ	Public	Main	OH
Kentucky Wesleyan College	001969	4-yr	Pri-Rel		KY
Kenyon College	003065	4-yr	Pri-Ind		OH
Kettering College of Medical Arts	007035	2-yr	Pri-Rel		OH
Keuka College	002744	4-yr	Pri-Rel		NY
Keystone Junior College	003280	2-yr	Pri-Ind		PA
King's College	002745	4-yr	Pri-Ind		NY
King's College	003282	4-yr	Pri-Ind		PA
Kirkwood Community College	004076	2-yr	Public		IA
Kishwaukee College	007684	2-yr	Public		IL
Kutztown University	003322	Univ	Public	Campus	PA
La Montana Regional College	666602	2-yr	Public	Campus	PR
La Roche College	003987	4-yr	Pri-Rel		PA
La Salle University	003287	Univ	Pri-Ind		PA
LaGrange College	001578	4-yr	Pri-Ind		GA
Labette Community College	001930	2-yr	Public		KS
Lafayette College	003284	4-yr	Pri-Ind		PA
Lake City Community College	001501	2-yr	Public		FL
Lake Forest College	001706	4-yr	Pri-Ind		IL
Lake Land College	007644	2-yr	Public		IL
Lake Region Community College	002991	2-yr	Public		ND
Lake Superior State College	002293	4-yr	Public		MI
Lake Tahoe Community College	012907	2-yr	Public		CA
Lakeland College	003854	4-yr	Pri-Ind		WI
Lamar Community College	001355	2-yr	Public		CO
Lamar University	003581	Univ	Public	Main	TX
Lambuth College	003498	4-yr	Pri-Rel		TN
Lander College	003435	4-yr	Public		SC
Laney College	001266	2-yr	Public		CA
Langston University	003157	Univ	Public		OK
Laramie County Community College	009259	2-yr	Public		WY

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Laredo State University	009651	Univ	Public	Campus	TX
Lasell Junior College	002158	2-yr	Pri-Ind		MA
Le Moyne College	002748	4-yr	Pri-Ind		NY
Lebanon Valley College	003288	4-yr	Pri-Rel		PA
Lee College	003500	4-yr	Pri-Rel		TN
Lee Community College	003583	2-yr	Public		TX
Lehigh County Community College	006810	2-yr	Public		PA
Lehigh University	003289	Univ	Pri-Ind		PA
Lenoir-Rhyne College	002941	4-yr	Pri-Rel		NC
Lesley College	002160	4-yr	Pri-Ind		MA
Lewis University	001707	Univ	Pri-Rel		IL
Lewis and Clark College	003197	4-yr	Pri-Ind		OR
Lewis and Clark Community College	010020	2-yr	Public		IL
Lewis-Clark State College	001621	4-yr	Public		ID
Lexington Theological Seminary	001971	Theol	Pri-Rel		KY
Lima Technical College	010027	Tech	Public		OH
Limestone College	003436	4-yr	Pri-Ind		SC
Lincoln Christian College and Seminary	001708	4-yr	Pri-Rel		IL
Lincoln Memorial University	003502	4-yr	Pri-Ind		TN
Lincoln University	002479	Univ	Public		MO
Lindenwood College	002480	4-yr	Pri-Rel		MO
Linfield College	003198	4-yr	Pri-Rel	Main	OR
Linn-Benton Community College	006938	2-yr	Public	Main	OR
Livingston University	001024	Univ	Public		AL
Lock Haven University	003323	Univ	Public	Campus	PA
Loma Linda University	001218	Univ	Pri-Rel	Main	CA
Loma Linda University, La Sierra	990078	Univ	Pri-Rel	Campus	CA
Lon Morris College	003585	2-yr	Pri-Rel		TX
Long Island University, System Office	002751	Univ	Pri-Ind	Office	NY
Longview Community College	009140	2-yr	Public	Campus	MO
Longwood College	003719	4-yr	Public		VA
Lorain County Community College	003068	2-yr	Public		OH
Loras College	001873	4-yr	Pri-Rel		IA
Lord Fairfax Community College	008659	2-yr	Public	Campus	VA
Loretto Heights College	001356	4-yr	Pri-Ind		CO
Los Angeles College of Chiropractic	001229	Other	Pri-Ind		CA
Los Angeles Community College, System Office	001221	2-yr	Public	Office	CA
Los Rios Community College	001231	2-yr	Public	Office	CA
Louisiana College	002007	4-yr	Pri-Rel		LA
Louisiana State University, Agricultural and Mechanical College	002010	Univ	Public	Main	LA
Louisiana State University, Alexandria	002011	2-yr		Campus	LA
Louisiana State University, Eunice	002012	2-yr	Public	Campus	LA
Louisiana State University, Shreveport	002013	4-yr	Public	Campus	LA
Louisiana State University, System Office	002009	Univ	Public	Office	LA
Louisiana Tech University	002008	Univ	Public		LA
Louisville Presbyterian Theological Seminary	001974	Theol	Pri-Rel		KY
Loyola College	002078	4-yr	Pri-Rel		MD
Loyola Marymount University and Law School	011649	Univ	Pri-Ind		CA
Loyola University	002016	Univ	Pri-Rel		LA
Loyola University of Chicago	001710	Univ	Pri-Rel	Office	IL
Lubbock Christian College	003586	4-yr	Pri-Rel		TX
Lurleen B. Wallace State Junior College	008988	2-yr	Public		AL
Luther College	001874	4-yr	Pri-Rel		IA
Lutheran Bible Institute, Seattle	029019	4-yr	Pri-Ind		WA
Lutheran Theological Seminary	003292	Theol	Pri-Rel		PA
Lycoming College	003293	4-yr	Pri-Rel		PA
Lynchburg College	003720	4-yr	Pri-Rel		VA
Lyndon State College	003689	4-yr	Public	Campus	VT
MacCormac Junior College	001716	2-yr	Pri-Ind	Main	IL
Macalester College	002358	4-yr	Pri-Ind		MN
Macomb Community College	008319	2-yr	Public		MI
Madonna College	002282	4-yr	Pri-Rel		MI
Maine Maritime Academy	002044	4-yr	Public		ME
Malone College	003072	4-yr	Pri-Rel		OH
Manatee Junior College	001504	2-yr	Public		FL
Manhattan Christian College	001931	4-yr	Pri-Rel		KS
Manhattan College	002758	4-yr	Pri-Ind		NY
Manhattanville College	002760	4-yr	Pri-Ind		NY
Mankato State University	002360	Univ	Public	Campus	MN
Maple Woods Community College	009139	2-yr	Public	Campus	MO
Marian College	001821	4-yr	Pri-Rel		IN
Marian Court Junior College of Business	006873	2-yr	Pri-Rel		MA
Maricopa County Community College, System Office	001075	2-yr	Public	Office	AZ
Marietta College	003073	4-yr	Pri-Ind		OH
Marion College	001822	4-yr	Pri-Rel		IN
Marion Technical College	010736	Tech	Public		OH
Marist College	002765	4-yr	Pri-Ind		NY
Marquette University	003863	Univ	Pri-Rel		WI
Mars Hills College	002944	4-yr	Pri-Rel		NC
Marshall University	003815	Univ	Public		WV
Martin College	003504	2-yr	Pri-Rel		TN
Martin Community College	007988	2-yr	Public		NC
Mary Baldwin College	003723	4-yr	Pri-Rel		VA
Marygrove College	002284	4-yr	Pri-Ind		MI
Marylhurst Education Center	990093	2-yr	Pri-Ind		OR
Marymount College	002768	4-yr	Pri-Ind		NY
Marymount Manhattan College	002769	4-yr	Pri-Ind		NY
Marymount Palos Verdes College	010474	2-yr	Pri-Rel		CA
Maryville College	003505	4-yr	Pri-Rel		TN
Maryville College, Saint Louis	002482	4-yr	Pri-Ind		MO
Marywood College	003296	4-yr	Pri-Rel		PA
Massachusetts Board of Regents of Higher Education	029283	Other	Public		MA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Massachusetts College of Pharmacy and Allied Health Sciences	002165	Other	Pri-Ind		MA
Massasoit Community College	002177	2-yr	Public		MA
Mater Dei College	002771	2-yr	Pri-Ind	Main	NY
Mayland Technical College	011197	Tech	Public		NC
Mayville State College	002993	4-yr	Public		ND
McCook Community College	002552	2-yr	Public	Campus	NE
McHenry County College	007691	2-yr	Public		IL
McNeese State University	002017	Univ	Public		LA
McPherson College	001933	4-yr	Pri-Rel		KS
Medical College of Georgia	001579	Med	Public		GA
Medical University of South Carolina	003438	Med	Public		SC
Meharry Medical College	003506	Med	Pri-Ind		TN
Memphis State University	003509	Univ	Public	Campus	TN
Memphis Theological Seminary	010529	Theol	Pri-Rel		TN
Mendocino College	011672	2-yr	Public		CA
Mennonite Brethren Biblical Seminary	010368	Theol	Pri-Rel		CA
Merced Community College	001237	2-yr	Public		CA
Mercer County Community College	004740	2-yr	Public		NJ
Mercer University, System Office	008000	Univ	Pri-Rel	Office	GA
Mercy College	002772	4-yr	Pri-Ind		NY
Mercy College of Detroit	002286	4-yr	Pri-Ind		MI
Mercyhurst College	003297	4-yr	Pri-Ind		PA
Meredith College	002945	4-yr	Pri-Rel		NC
Meridian Junior College	002413	2-yr	Public		MS
Merrimack College	002120	4-yr	Pri-Rel		MA
Merritt College	001267	2-yr	Public	Main	CA
Mesa College	001358	4-yr	Public		CO
Metropolitan Community College, System Office	009137	2-yr	Public	Office	MO
Metropolitan State College	001360	4-yr	Public		CO
Metropolitan State University	010374	Other	Public		MN
Metropolitan Technical Community College	012586	2-yr	Public	Office	NE
Miami University	007104	Univ	Public		OH
Miami-Dade Community College	001506	2-yr	Public		FL
Miami-Jacobs Junior College	003076	2-yr	Pri-Ind		OH
Michigan State University	002290	Univ	Public		MI
Mid Michigan Community College	006768	2-yr	Public		MI
Mid Plains Community College	029005	2-yr	Public	Office	NE
Mid-America Bible College	006942	4-yr	Pri-Rel		OK
Middle Georgia College	001581	2-yr	Public	Campus	GA
Middle Tennessee State University	003510	Univ	Public		TN
Middlesex Community College	009936	2-yr	Public		MA
Midland College	009797	2-yr	Public		TX
Midland Lutheran College	002553	4-yr	Pri-Rel		NE
Midlands Technical College	003993	2-yr	Public	Main	SC
Midwestern Baptist Theological Seminary	002485	Theol	Pri-Rel		MO
Midwestern State University	003592	Univ	Public		TX
Miles Community College	002528	2-yr	Public		MT
Millersville University	003325	Univ	Public		PA
Millikin University	001724	4-yr	Pri-Ind		IL
Mills College	001238	4-yr	Pri-Ind		CA
Millsaps College	002414	4-yr	Pri-Rel		MS
Milwaukee Area Technical College	003866	Tech	Public	Main	WI
Milwaukee Institute of Art and Design	029113	4-yr	Pri-Ind		WI
Minneapolis College of Art and Design	002365	4-yr	Pri-Ind		MN
Minnesota Community Colleges, System Office	009346	2-yr	Public	Office	MN
Minot State College	002994	4-yr	Public		ND
Mira Costa College	001239	2-yr	Public		CA
Mississippi County Community College	012860	2-yr	Public		AR
Mississippi Gulf Coast Junior College, Jackson County	990043	2-yr	Public	Main	MS
Mississippi Gulf Coast Junior College, Jefferson Davis	990044	2-yr	Public	Main	MS
Mississippi Gulf Coast Junior College, Perkinston	990083	2-yr	Public	Main	MS
Mississippi Gulf Coast Junior College, System Office	008763	2-yr	Public	Office	MS
Mississippi State University	002423	Univ	Public		MS
Mississippi University for Women	002422	Univ	Public		MS
Missouri Southern State College	002488	4-yr	Public	Campus	MO
Missouri Valley College	002489	4-yr	Pri-Rel		MO
Missouri Western State College	002490	4-yr	Public		MO
Mitchell College	001393	2-yr	Pri-Ind		CT
Mohave Community College	011864	2-yr	Public	Office	AZ
Molloy College	002775	4-yr	Pri-Ind		NY
Monmouth College	001725	4-yr	Pri-Ind		IL
Monmouth College	002616	4-yr	Pri-Ind		NJ
Monroe Community College	002872	2-yr	Public		NY
Monroe County Community College	002294	2-yr	Public		MI
Montana College of Mineral Science and Technology	002531	4-yr	Public	Campus	MT
Montana State University	002532	Univ	Public		MT
Montclair State College	002617	4-yr	Public		NJ
Monterey Institute of International Studies	001241	Other	Pri-Ind		CA
Monterey Peninsula Community College	001242	2-yr	Public		CA
Montgomery College, System Office	006911	2-yr	Public	Office	MD
Montgomery County Community College	004452	2-yr	Public		PA
Montreat-Anderson College	002948	2-yr	Pri-Rel		NC
Moraine Valley Community College	007692	2-yr	Public		IL
Moravian College	003301	4-yr	Pri-Rel		PA
Morehead State University	001976	Univ	Public		KY
Morgan Community College	009981	2-yr	Public		CO
Morningside College	001879	4-yr	Pri-Rel		IA
Morton College	001728	2-yr	Public		IL
Motlow State Community College	006836	2-yr	Public		TN
Mott Community College	002261	2-yr	Public		MI
Mount Holyoke College	002192	4-yr	Pri-Ind		MA
Mount Mary College	003869	4-yr	Pri-Ind		WI

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Mount Mercy College	001880	4-yr	Pri-Rel		IA
Mount Saint Clare College	001881	4-yr	Pri-Rel		IA
Mount Saint Mary College	002778	4-yr	Pri-Ind		NY
Mount Saint Mary's College	002086	4-yr	Pri-Ind		MD
Mount Vernon Nazarene College	007085	4-yr	Pri-Rel		OH
Mountain Empire Community College	009629	2-yr	Public	Campus	VA
Muhlenberg College	003304	4-yr	Pri-Rel		PA
Murray State University	001977	Univ	Public		KY
Muskegon Community College	002297	2-yr	Public		MI
Muskingum Area Technical College	008133	Tech	Public		OH
Muskingum College	003084	4-yr	Pri-Rel		OH
Napa Valley Community College	990057	2-yr	Public		CA
Nashville State Technical Institute	008145	Tech	Public		TN
Nassau Community College	002873	2-yr	Public		NY
Nazarene Bible College	013007	2-yr	Pri-Rel		CO
Nazarene Theological Seminary	002494	Theol	Pri-Rel		MO
Nazareth College	002298	4-yr	Pri-Rel		MI
Nazareth College of Rochester	002779	4-yr	Pri-Ind		NY
Nebraska Wesleyan University	002555	4-yr	Pri-Rel		NE
Neumann College	003988	4-yr	Pri-Rel		PA
New England College	002579	4-yr	Pri-Ind	Main	NH
New England College of Optometry	002164	Other	Pri-Ind		MA
New England Institute of Technology	007845	4-yr	Pri-Ind		RI
New Hampshire College	002580	4-yr	Pri-Ind		NH
New Hampshire Technical Institute	002581	Tech	Public		NH
New Hampshire Vocational Technical College, Claremont	007560	2-yr	Public		NH
New Hampshire Vocational Technical College, Manchester	002582	Tech	Public	Campus	NH
New Jersey Institute of Technology	002621	Univ	Public		NJ
New Mexico Highlands University	002653	Univ	Public		NM
New Mexico Institute of Mining and Technology	002654	Univ	Public		NM
New Mexico Military Institute	002656	2-yr	Public		NM
New Mexico State University	002657	Univ	Public	Main	NM
New Mexico State University, Alamogordo	002658	2-yr	Public		NM
New River Community College	005223	2-yr	Public		VA
New York Law School	002783	Law	Pri-Ind		NY
New York State College of Ceramics at Alfred University	004750	Univ	Public	Campus	NY
New York Theological Seminary	002674	Theol	Pri-Ind		NY
Newberry College	003440	4-yr	Pri-Rel		SC
North Adams State College	002187	4-yr	Public	Campus	MA
North Carolina Agricultural and Technical State University	002905	Univ	Public	Campus	NC
North Carolina School of the Arts	003981	4-yr	Public	Campus	NC
North Carolina State University	002972	Univ	Public	Campus	NC
North Carolina Wesleyan College	002951	4-yr	Pri-Rel		NC
North Central College	001734	4-yr	Pri-Rel		IL
North Central Technical Institute	005387	Tech	Public		WI
North Dakota State School of Science	002996	2-yr	Public		ND
North Dakota State University	009265	Univ	Public		ND
North Dakota State University, Bottineau	002995	2-yr	Public	Campus	ND
North Harris County College, System Office	011145	2-yr	Public	Office	TX
North Hennepin Community College	002370	2-yr	Public	Campus	MN
North Idaho College	001623	2-yr	Public		ID
North Iowa Area Community College	001877	2-yr	Public		IA
North Park College and Theological Seminary	001735	Other	Pri-Ind		IL
North Texas State University	003594	Univ	Public		TX
Northampton County Area Community College	007191	2-yr	Public		PA
Northeast Louisiana University	002020	Univ	Public		LA
Northeast Technical Community College	011667	2-yr	Public		NE
Northeastern Christian Junior College	003307	2-yr	Pri-Ind		PA
Northeastern Illinois University	001693	4-yr	Public		IL
Northeastern Junior College	001361	2-yr	Public		CO
Northeastern Ohio Universities College of Medicine	029045	Med	Public	Campus	OH
Northeastern State University	003161	Univ	Public		OK
Northern Arizona University	001082	Univ	Public		AZ
Northern Baptist Theological Seminary	001736	Theol	Pri-Rel		IL
Northern Illinois University	001737	Univ	Public		IL
Northern Kentucky University	009275	Univ	Public		KY
Northern Michigan University	002301	Univ	Public		MI
Northern Montana College	002533	4-yr	Public	Campus	MT
Northern State College	003466	4-yr	Public		SD
Northern Virginia Community College	003727	2-yr	Public		VA
Northland College	003875	4-yr	Pri-Rel		WI
Northland Pioneer College	011862	2-yr	Public	Office	AZ
Northrop University	001248	4-yr	Pri-Ind		CA
Northwest Community College	003931	2-yr	Public		AK
Northwest Missouri State University	002496	Univ	Public		MO
Northwestern College	001883	4-yr	Pri-Rel		IA
Northwestern College	002371	4-yr	Pri-Ind		MN
Northwestern College of Chiropractic	012328	Med	Pri-Ind		MN
Northwestern Michigan College	002302	2-yr	Public		MI
Norwalk State Technical College	001400	2-yr	Public		CT
Norwich University	003692	Univ	Pri-Ind		VT
Notre Dame College	002584	4-yr	Pri-Rel		NH
Notre Dame College	003085	4-yr	Pri-Rel		OH
Nova University	001509	Univ	Pri-Ind		FL
Oakland Community College	008760	2-yr	Public		MI
Oakland University	002307	Univ	Public		MI
Oakton Community College	009896	2-yr	Public		IL
Oberlin College	003086	4-yr	Pri-Ind		OH
Ocean County College	002624	2-yr	Public		NJ
Odessa College	003596	2-yr	Public		TX
Oglala Lakota College	029156	4-yr	Public		SD
Ohio Dominican College	003035	4-yr	Pri-Rel		OH

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Ohio Northern University	003089	Univ	Pri-Rel		OH
Ohio State University	006883	Univ	Public	Main	OH
Ohio University	003100	Univ	Public	Main	OH
Oklahoma Baptist University	003164	4-yr	Pri-Rel		OK
Oklahoma City Community College	010391	2-yr	Public		OK
Oklahoma College of Osteopatnic Medicine and Surgery	011282	Med	Public		OK
Oklahoma State University	003170	Univ	Public	Main	OK
Old Dominion University	003728	Univ	Public		VA
Olivet Nazarene College	001741	4-yr	Pri-Rel		IL
Olney Central College	990087	2-yr	Public	Campus	IL
Olympic College	003784	2-yr	Public		WA
Onondaga Community College	002875	2-yr	Public	Campus	NY
Open Bible College	004601	4-yr	Pri-Rel		IA
Orange Coast College	001250	2-yr	Public	Campus	CA
Orange County Community College	002876	2-yr	Public	Campus	NY
Orangeburg-Calhoun Technical College	006815	Tech	Public		SC
Oregon Graduate Center	008856	Other	Pri-Ind		OR
Oregon Health Sciences University	004882	Med	Public	Campus	OR
Oregon Institute of Technology	003211	4-yr	Public	Campus	OR
Oregon State System of Higher Education	009190	Other	Public		OR
Oregon State University	003210	Univ	Public		OR
Otero Junior College	001362	2-yr	Public	Campus	CO
Otterbein College	003110	4-yr	Pri-Rel		OH
Our Lady of Holy Cross College	002023	4-yr	Pri-Rel		LA
Pace University	007970	Univ	Pri-Ind	Office	NY
Pacific Lutheran Theological Seminary	001254	Theol	Pri-Rel		CA
Pacific Lutheran University	003785	Univ	Pri-Rel		WA
Pacific School of Religion	001256	Theol	Pri-Rel		CA
Pacific University	003212	Univ	Pri-Ind		OR
Paier College of Art	007459	4-yr	Pri-Ind		CT
Paine College	001587	4-yr	Pri-Rel		GA
Palm Beach Atlantic College	008849	4-yr	Pri-Rel		FL
Palm Beach Junior College, North Campus	001512	2-yr	Public		FL
Palmer College of Chiropractic	012300	Other	Pri-Ind		IA
Palmer College of Chiropractic, West	029234	Other	Pri-Ind		CA
Pan American University	003599	Univ	Public		TX
Paris Junior College	003601	2-yr	Public		TX
Park College	002498	4-yr	Pri-Rel	Main	MO
Parkland College	007118	2-yr	Public		IL
Parks College of Saint Louis University	003970	4-yr	Pri-Rel	Campus	IL
Patten College	004490	4-yr	Pri-Rel		CA
Paul Smith's College of Arts and Sciences	002795	2-yr	Pri-Ind		NY
Peace College	002953	2-yr	Pri-Rel		NC
Pembroke State University	002954	Univ	Public	Campus	NC
Peninsula College	003786	2-yr	Public		WA
Penn Valley Community College	002484	2-yr	Public	Campus	MO
Pennsylvania College of Straight Chiropractic	990086	Other	Pri-Ind		PA
Pennsylvania State System of Higher Education	990095	Other	Public		PA
Pennsylvania State University	003329	Univ	Public	Office	PA
Pensacola Junior College	001513	2-yr	Public	Main	FL
Pepperdine University	001264	Univ	Pri-Rel		CA
Peralta Community Colleges, Edith Austin Skills Center	990089	Other	Public	Campus	CA
Peralta Community Colleges, System Office	001265	2-yr	Public	Office	CA
Philadelphia College of Bible	003351	4-yr	Pri-Ind		PA
Philadelphia College of Pharmacy and Science	003353	4-yr	Pri-Ind		PA
Philadelphia College of Textiles and Science	003354	4-yr	Pri-Ind		PA
Phillips County Community College	001104	2-yr	Public		AR
Piedmont College	001588	4-yr	Pri-Rel		GA
Piedmont Virginia Community College	009928	2-yr	Public	Main	VA
Pierce Junior College	003309	2-yr	Pri-Ind		PA
Pikes Peak Community College	008896	2-yr	Public		CO
Pima County Community College	007266	2-yr	Public	Office	AZ
Pine Manor College	002201	4-yr	Pri-Ind		MA
Pioneer Community College	029029	2-yr	Public	Campus	MO
Pittsburg State University	001926	Univ	Public		KS
Pitzer College	001172	4-yr	Pri-Ind	Campus	CA
Point Loma Nazarene College	001262	4-yr	Pri-Rel		CA
Point Park College	003357	4-yr	Pri-Ind		PA
Polk Community College	001514	2-yr	Public		FL
Ponce Technological University College	009652	4-yr	Public	Campus	PR
Portland Community College	003213	2-yr	Public		OR
Portland State University	003216	Univ	Public		OR
Prairie State College	001640	2-yr	Public		IL
Presbyterian College	003445	4-yr	Pri-Rel		SC
Presbyterian School of Christian Education	003730	Other	Public		VA
Prince George's Community College	002089	2-yr	Public		MD
Principia College	001744	4-yr	Pri-Ind		IL
Providence College	003406	4-yr	Pri-Ind		RI
Pueblo Community College	029166	2-yr	Public		CO
Purdue University, Calumet	001827	Univ	Public	Campus	IN
Purdue University, North Central	001826	Univ	Public	Campus	IN
Purdue University, West Lafayette	001825	Univ	Public	Main	IN
Queens College	002690	Univ	Public	Campus	NY
Quincy College	001745	4-yr	Pri-Rel		IL
Quinebaug Valley Community College	010530	2-yr	Public	Campus	CT
Quinnipiac College	001402	4-yr	Pri-Ind		CT
Quinsigamond Community College	990084	2-yr	Public		MA
Radford University	003732	Univ	Public		VA
Ramapo College of New Jersey	009344	4-yr	Public		NJ
Rappahannock Community College	009160	2-yr	Public	Campus	VA
Reading Area Community College	010388	2-yr	Public		PA
Red Rocks Community College	009543	2-yr	Public	Campus	CO

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Reed College	003217	4-yr	Pri-Ind		OR
Reformed Bible College	002311	4-yr	Pri-Ind		MI
Regis College	001363	4-yr	Pri-Rel		CO
Regis College	002206	4-yr	Pri-Rel		MA
Rend Lake College	007119	2-yr	Public		IL
Rensselaer Polytechnic Institute	002803	Univ	Pri-Ind		NY
Rhode Island College	003407	4-yr	Public		RI
Rhode Island School of Design	003409	4-yr	Pri-Ind		RI
Rhodes College	003519	4-yr	Pri-Rel		TN
Richard Bland College	003707	2-yr	Public		VA
Rider College	002628	4-yr	Pri-Ind		NJ
Rio Grande College	003116	4-yr	Pri-Ind		OH
Rio Hondo Community College	001269	2-yr	Public		CA
Ripon College	003884	4-yr	Pri-Ind		WI
Roanoke College	003736	4-yr	Pri-Rel		VA
Robert Morris College	003359	4-yr	Pri-Ind		PA
Robeson Technical College	008612	Tech	Public		NC
Rochester Institute of Technology	002806	Univ	Pri-Ind		NY
Rockefeller University	002807	Univ	Pri-Ind		NY
Rockford College	001748	4-yr	Pri-Ind		IL
Rockhurst College	002499	4-yr	Pri-Rel		MO
Rockland Community College	002877	2-yr	Public	Campus	NY
Rocky Mountain College	002534	4-yr	Pri-Ind		MT
Roger Williams College	004917	4-yr	Pri-Ind		RI
Rogue Community College	010182	2-yr	Public		OR
Roosevelt University	001749	Univ	Pri-Ind		IL
Rosary College	001750	4-yr	Pri-Rel		IL
Rose State College	009185	2-yr	Public		OK
Rose-Hulman Institute of Technology	001830	4-yr	Pri-Ind		IN
Rosemont College	003360	4-yr	Pri-Rel		PA
Rowan Technical College	005754	2-yr	Public	Campus	NC
Russell Sage College	002810	Univ	Pri-Rel	Main	NY
Rutgers, The State University of New Jersey	002629	Univ	Public	Main	NJ
Rutgers, The State University of New Jersey, Newark	002631	Univ	Public	Campus	NJ
Sacramento City College	001233	2-yr	Public	Campus	CA
Sacred Heart University	001403	Univ	Pri-Ind		CT
Saddleback Community College, System Office	008918	2-yr	Public	Office	CA
Saginaw Valley State College	002314	4-yr	Public		MI
Saint Bernard Parish Community College	009271	2-yr	Public		LA
Saint Bonaventure University	002817	Univ	Pri-Rel		NY
Saint Catharine College	001983	2-yr	Pri-Rel		KY
Saint Clair County Community College	002310	2-yr	Public		MI
Saint Cloud State University	002377	Univ	Public	Campus	MN
Saint Edward's University	003621	Univ	Pri-Ind		TX
Saint Francis College	002820	4-yr	Pri-Ind		NY
Saint Francis College	003366	4-yr	Pri-Rel		PA
Saint John's College	002093	4-yr	Pri-Ind	Campus	MD
Saint John's Provincial Seminary	029154	Theol	Pri-Rel		MI
Saint John's University	002379	4-yr	Pri-Rel		MN
Saint Joseph College	001409	4-yr	Pri-Ind		CT
Saint Joseph's College	001833	4-yr	Pri-Ind		IN
Saint Joseph's University	003367	Univ	Pri-Rel		PA
Saint Lawrence University	002829	Univ	Pri-Ind		NY
Saint Louis College of Pharmacy	002504	Other	Pri-Ind		MO
Saint Louis Community College, Florissant Valley	002470	2-yr	Public	Campus	MO
Saint Louis Community College, Forest Park	002471	2-yr	Public	Campus	MO
Saint Louis Community College, Meramec	002472	2-yr	Public	Campus	MO
Saint Louis Community College, System Office	002469	2-yr	Public	Office	MO
Saint Louis University	002506	Univ	Pri-Rel	Main	MO
Saint Mary College	001943	4-yr	Pri-Rel		KS
Saint Mary's College	001836	4-yr	Pri-Rel		IN
Saint Mary's College	002380	4-yr	Pri-Rel		MN
Saint Mary's College of California	001302	4-yr	Pri-Rel		CA
Saint Mary's College of O'Fallon	002507	2-yr	Pri-Ind		MO
Saint Mary's University of San Antonio	003623	Univ	Pri-Rel		TX
Saint Michael's College	003694	4-yr	Pri-Rel		VT
Saint Norbert College	003892	4-yr	Pri-Rel		WI
Saint Paul Seminary	002384	Theol	Pri-Rel		MN
Saint Paul's College	003739	4-yr	Pri-Rel		VA
Saint Peter's College	002638	4-yr	Pri-Ind		NJ
Saint Petersburg Junior College	001528	2-yr	Public	Office	FL
Saint Philip's College	003608	2-yr	Public		TX
Saint Thomas Aquinas College	002832	4-yr	Pri-Ind		NY
Saint Vincent College	003368	4-yr	Pri-Rel		PA
Saint Xavier College	001768	4-yr	Pri-Ind		IL
Salem Academy and College	002960	4-yr	Pri-Rel		NC
Salem College	003820	4-yr	Pri-Ind	Main	WV
Salem Community College	005461	2-yr	Public		NJ
Salem State College	002188	4-yr	Public		MA
Salisbury State College	002091	4-yr	Public		MD
Salish Kootenai College	029224	2-yr	Pri-Ind		MT
Salve Regina College	003411	4-yr	Pri-Rel		RI
Sam Houston State University	003606	Univ	Public		TX
Samford University	001036	Univ	Pri-Ind		AL
San Antonio College	009163	2-yr	Public	Campus	TX
San Diego Community College, System Office	001273	2-yr	Public	Office	CA
San Diego State University	001151	Univ	Public	Campus	CA
San Francisco State University	001154	Univ	Public	Campus	CA
San Juan College	002660	2-yr	Public		NM
Sandhills Community College	002961	2-yr	Public	Campus	NC
Sangamon State University	009333	Univ	Public		IL
Santa Clara University	001326	Univ	Pri-Rel		CA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Santa Clarita Community College	990069	2-yr	Public		CA
Santa Rosa Junior College	001287	2-yr	Public		CA
Savannah State College	001590	4-yr	Public		GA
Sayre Junior College	003177	2-yr	Public		OK
Scarritt College	003515	Theol	Pri-Rel		TN
Schenectady County Community College	006785	2-yr	Public	Campus	NY
School for Lifelong Learning	029340	4-yr	Public	Campus	NH
School of the Ozarks	002500	4-yr	Pri-Ind		MO
Schoolcraft College	002315	2-yr	Public		MI
Seattle Community College, System Office	010106	2-yr	Public	Office	WA
Seattle University	003790	Univ	Pri-Rel		WA
Seminole Community College	001520	2-yr	Public		FL
Seminole Junior College	003178	2-yr	Public		OK
Seton Hall University	002632	Univ	Pri-Ind		NJ
Seton Hill College	003362	4-yr	Pri-Rel		PA
Seward County Community College	008228	2-yr	Public		KS
Shawnee State Community College	012748	Other	Public		OH
Shelby State Community College	010439	2-yr	Public		IN
Sheldon Jackson College	001062	4-yr	Pri-Rel		AK
Shepherd College	003822	4-yr	Public		WV
Sherman College of Straight Chiropractic	029058	4-yr	Pri-Ind		SC
Shippensburg University of Pennsylvania	003326	Univ	Public		PA
Siena College	002816	4-yr	Pri-Ind		NY
Siena Heights College	002316	4-yr	Pri-Rel		MI
Sierra Community College	001290	2-yr	Public		CA
Simpson College	001887	4-yr	Pri-Ind		IA
Sinclair Community College	003119	2-yr	Public		OH
Skagit Valley College	003792	2-yr	Public	Main	WA
Skidmore College	002814	4-yr	Pri-Ind		NY
Slippery Rock University of Pennsylvania	003327	Univ	Public	Campus	PA
Smith College	002209	4-yr	Pri-Ind		MA
Snead State Junior College	001038	2-yr	Public		AL
Snow College	003679	2-yr	Public		UT
Solano Community College	001292	2-yr	Public		CA
Somerset Community College	029217	2-yr	Public	Campus	KY
Somerset County College	007731	2-yr	Public		NJ
South Central Community College	008037	2-yr	Public		CT
South Dakota Board of Regents	990082	Univ	Public		SD
South Dakota School of Mines and Technology	003470	4-yr	Public		SD
South Dakota State University	003471	Univ	Public		SD
South Georgia College	001592	2-yr	Public	Campus	GA
Southeast Community College, Fairbury	002546	2-yr	Public	Campus	NE
Southeast Community College, Lincoln	007591	2-yr	Public	Campus	NE
Southeast Community College, Milford-Beatrice	004723	2-yr	Public	Campus	NE
Southeast Missouri State University	002501	Univ	Public		MO
Southeastern Baptist Theological Seminary	002963	Theol	Pri-Rel		NC
Southeastern Louisiana University	002024	Univ	Public		LA
Southeastern Massachusetts University	002210	Univ	Public		MA
Southeastern Nebraska Technical Community College, System Office	029003	2-yr	Public	Office	NE
Southeastern Oklahoma State University	003179	Univ	Public		OK
Southeastern University	001456	Univ	Pri-Ind		DC
Southern Arkansas University	001107	Univ	Public	Main	AR
Southern Arkansas University, El Dorado	013176	2-yr	Public	Campus	AR
Southern Arkansas University, Technical Branch	007738	Tech	Public	Campus	AR
Southern Baptist College	001106	4-yr	Pri-Rel		AR
Southern California College	001293	4-yr	Pri-Rel		CA
Southern College of Optometry	003517	Other	Pri-Ind		TN
Southern Illinois University, Carbondale	001758	Univ	Public	Main	IL
Southern Illinois University, Edwardsville	001759	Univ	Public	Campus	IL
Southern Oregon State College	003219	4-yr	Public	Campus	OR
Southern Seminary Junior College	003738	2-yr	Pri-Ind		VA
Southern State Community College	012870	2-yr	Public	Office	OH
Southern Technical Institute	001570	4-yr	Public		GA
Southern University, Baton Rouge	990100	Univ	Public	Main	LA
Southern University, New Orleans	002026	Univ	Public	Campus	LA
Southern University, Shreveport/Bossier	990101	2-yr	Public	Campus	LA
Southern University, System Office	009637	Univ	Public	Office	LA
Southern Utah State College	003678	4-yr	Public		UT
Southern West Virginia Community College	003816	2-yr	Public		WV
Southwest Missouri State University	002503	Univ	Public		MO
Southwest State University	002375	4-yr	Public		MN
Southwest Texas State University	003615	Univ	Public		TX
Southwest Virginia Community College	007260	2-yr	Public		VA
Southwestern Assemblies of God College	003616	4-yr	Pri-Rel		TX
Southwestern College	001294	2-yr	Public		CA
Southwestern Michigan College	002317	2-yr	Public		MI
Southwestern Oklahoma State University	003181	4-yr	Public		OK
Southwestern Oregon Community College	003220	2-yr	Public		OR
Southwestern University	001295	Law	Pri-Ind		CA
Southwestern University	003620	Univ	Pri-Rel		TX
Spartanburg Methodist College	003447	2-yr	Pri-Rel		SC
Spartanburg Technical College	003994	2-yr	Public		SC
Spelman College	001594	4-yr	Pri-Ind		GA
Spring Arbor College	002318	4-yr	Pri-Rel		MI
Springfield College	002211	4-yr	Pri-Ind		MA
Springfield College in Illinois	001761	2-yr	Pri-Rel		IL
Springfield Technical Community College	008078	2-yr	Public	Campus	MA
Stanford University	001305	Univ	Pri-Ind		CA
Stark Technical College	010881	2-yr	Public		OH
State Technical Institute, Knoxville	012693	Tech	Public		TN
State Technical Institute, Memphis	007105	Tech	Public		TN
State University of Florida, System Office	008068	Univ	Public	Office	FL

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
State University of New York Agricultural and Technical College	002854	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Canton	002855	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Cobleskill	002856	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Morrisville	002859	2-yr	Public	Campus	NY
State University of New York College of Arts and Science, Geneseo	002845	4-yr	Public	Campus	NY
State University of New York College of Technology	006792	Other	Public	Campus	NY
State University of New York College, Brockport	002841	4-yr	Public	Campus	NY
State University of New York College, Cortland	002843	Univ	Public	Campus	NY
State University of New York College, Fredonia	002844	4-yr	Public	Campus	NY
State University of New York College, Potsdam	002850	4-yr	Public	Campus	NY
State University of New York College, Purchase	006791	4-yr	Public	Campus	NY
State University of New York, Albany	002835	Univ	Public	Campus	NY
State University of New York, Binghamton	002836	2-yr	Public	Campus	NY
State University of New York, Buffalo	002837	Univ	Public	Campus	NY
State University of New York, College of Optometry	009929	Other	Public	Campus	NY
State University of New York, Empire State College	010286	4-yr	Public	Campus	NY
State University of New York, Research Foundation	990088	Other	Public		NY
State University of New York, Stony Brook	002838	Univ	Public	Campus	NY
State University of New York, System Office	002834	Univ	Public	Office	NY
State University of New York, Upstate Medical Center	002840	Med	Public	Campus	NY
Stenotype Institute	011996	2-yr	Pri-Ind		NY
Stephen F. Austin State University	003624	Univ	Public		TX
Sterling College	029334	2-yr	Pri-Ind		VT
Stevens Institute of Technology	002639	4-yr	Pri-Ind		NJ
Stillman College	001044	4-yr	Pri-Rel		AL
Stockton State College	009345	4-yr	Public	Campus	NJ
Stonehill College	002217	4-yr	Pri-Rel		MA
Suffolk University	002218	Univ	Pri-Ind		MA
Sumter Area Technical College	003995	2-yr	Public		SC
Suomi College	002322	2-yr	Pri-Rel		MI
Susquehanna University	003369	4-yr	Pri-Rel		PA
Swarthmore College	003370	4-yr	Pri-Ind		PA
Sweet Briar College	003742	4-yr	Pri-Ind		VA
Syracuse University	002882	Univ	Pri-Ind		NY
Tabor College	001946	4-yr	Pri-Rel		KS
Tacoma Community College	003796	2-yr	Public		WA
Taft College	001309	2-yr	Public		CA
Talladega College	001046	4-yr	Pri-Ind		AL
Tallahassee Community College	001533	2-yr	Public		FL
Tarleton State University	003631	Univ	Public		TX
Tarrant County Junior College	008898	2-yr	Public	Office	TX
Taylor University	001838	4-yr	Pri-Ind		IN
Temple Junior College	003627	2-yr	Public		TX
Temple University	003371	Univ	Public	Office	PA
Tennessee Technological University	003523	Univ	Public		TN
Terra Technical College	008278	2-yr	Public		OH
Texas A&M University	010366	Univ	Public	Campus	TX
Texas A&M University, Galveston	010298	Univ	Public	Campus	TX
Texas A&M University, System Office	003629	Univ	Public	Office	TX
Texas Christian University	003636	Univ	Pri-Rel		TX
Texas Lutheran College	003641	4-yr	Pri-Rel		TX
Texas Southern University	003642	Univ	Public		TX
Texas Southmost College	003643	2-yr	Public		TX
Texas State Technical Institute, Harlingen	009225	Tech	Public	Campus	TX
Texas State Technical Institute, Sweetwater	009932	Tech	Public	Campus	TX
Texas State Technical Institute, System Office	009642	Tech	Public	Office	TX
Texas State Technical Institute, Waco	003634	Tech	Public	Campus	TX
Texas Tech University	003644	Univ	Public	Main	TX
Texas Wesleyan College	003645	4-yr	Pri-Rel		TX
Texas Woman's University	003646	Univ	Public		TX
Thiel College	003376	4-yr	Pri-Rel		PA
Thornton Community College	001769	2-yr	Public		IL
Tidewater Community College	003712	2-yr	Public	Campus	VA
Tomlinson College	029047	2-yr	Pri-Rel		TN
Towson State University	002099	Univ	Public	Campus	MD
Transylvania University	001987	4-yr	Pri-Rel		KY
Treasure Valley Community College	003221	2-yr	Public		OR
Trenton State College	002642	4-yr	Public		NJ
Tri-Cities State Technical Institute	029260	Tech	Public		TN
Tri-State University	001839	2-yr	Pri-Ind		IN
Trinity Bible College	012059	4-yr	Pri-Rel		ND
Trinity Christian College	001771	4-yr	Pri-Rel		IL
Trinity College	001414	4-yr	Pri-Ind		CT
Trinity College	001460	4-yr	Pri-Ind		DC
Trinity College	003695	4-yr	Pri-Rel		VT
Trinity Lutheran Seminary	003044	Theol	Pri-Rel		OH
Trinity University	003647	Univ	Pri-Rel		TX
Triton College	001773	2-yr	Public		IL
Troy State University	001047	Univ	Public	Main	AL
Troy State University, Dothan-Fort Rucker	001048	Univ	Public	Campus	AL
Truckee Meadows Community College	029231	2-yr	Public	Campus	NV
Tufts University	002219	Univ	Pri-Ind		MA
Tulane University	002029	Univ	Pri-Ind		LA
Tunxis Community College	009764	2-yr	Public	Campus	CT
Tuskegee Institute	001050	Univ	Pri-Ind		AL
Tyler Junior College	003648	2-yr	Public		TX
Ulster County Community College	002880	2-yr	Public		NY
Uniformed Services University of the Health Sciences	029169	Med	Public		MD
Union College	002563	4-yr	Pri-Rel		NE
Union County College	029328	2-yr	Public		NJ
Union for Experimenting Colleges and Universities	010923	Univ	Pri-Ind		OH
United States Sports Academy	029274	Other	Pri-Ind		AL

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
United Theological Seminary of the Twin Cities	002386	Theol	Pri-Ind		MN
Unity College	006858	4-yr	Pri-Ind		ME
University of Akron	003123	Univ	Public	Main	OH
University of Akron, Wayne General and Technical College	010818	2-yr	Public	Campus	OH
University of Alabama	001051	Univ	Public	Campus	AL
University of Alabama, Birmingham	001052	Univ	Public	Campus	AL
University of Alabama, Huntsville	001055	Univ	Public	Campus	AL
University of Alabama, System Office	008004	Univ	Public	Office	AL
University of Alaska, Anchorage	011462	4-yr	Public	Campus	AK
University of Alaska, Ketchikan Community College	001067	2-yr	Public	Campus	AK
University of Alaska, System Office	008005	Univ	Public	Office	AK
University of Arizona	001083	Univ	Public		AZ
University of Arkansas	008008	Univ	Public	Office	AR
University of Arkansas, Fayetteville	001108	Univ	Public	Campus	AR
University of Arkansas, Little Rock	001101	2-yr	Public	Campus	AR
University of Arkansas, Medical Sciences	001109	Med	Public	Campus	AR
University of Arkansas, Monticello	001085	Univ	Public		AK
University of Baltimore	002102	Univ	Public		MD
University of California, Berkeley	001312	Univ	Public	Campus	CA
University of California, Davis	001313	Univ	Public	Campus	CA
University of California, Riverside	001316	Univ		Campus	CA
University of California, San Diego	001317	Univ	Public	Campus	CA
University of California, San Francisco	001319	Univ	Public	Campus	CA
University of California, Santa Barbara	001320	Univ	Public	Campus	CA
University of California, System Office	001311	Univ	Public	Office	CA
University of Central Arkansas	001092	Univ	Public		AR
University of Central Florida	003954	Univ	Public	Campus	FL
University of Charleston	003818	Univ	Pri-Ind		WV
University of Chicago	001774	Univ	Pri-Ind		IL
University of Cincinnati	003125	Univ	Public	Main	OH
University of Colorado Health Sciences Center	004508	Med	Public	Campus	CO
University of Colorado, Boulder	001370	Univ	Public	Main	CO
University of Colorado, Colorado Springs	004509	Univ	Public	Campus	CO
University of Colorado, Denver	006740	Univ	Public	Campus	CO
University of Colorado, System Office	007996	Univ	Public	Office	CO
University of Connecticut	029013	Univ	Public		CT
University of Connecticut Health Center	009030	Med	Public	Campus	CT
University of Dallas	003651	Univ	Pri-Rel		TX
University of Dayton	003127	Univ	Pri-Rel		OH
University of Delaware	001431	Univ	Pri-Ind		DE
University of Denver	001371	Univ	Pri-Ind		CO
University of Detroit	002323	Univ	Pri-Ind		MI
University of Dubuque	001891	Univ	Pri-Rel		IA
University of Evansville	001795	Univ	Pri-Rel		IN
University of Florida	001535	Univ	Public	Campus	FL
University of Georgia	001598	Univ	Public	Campus	GA
University of Guam	003935	Univ	Public		GU
University of Hartford	001422	Univ	Pri-Ind		CT
University of Hawaii Community College, System Office	990091	2-yr	Public	Office	HI
University of Hawaii, Hilo	029020	4-yr	Public	Main	HI
University of Hawaii, Honolulu Community College	001612	2-yr	Public	Campus	HI
University of Hawaii, Kapiolani Community College	001613	2-yr	Public	Campus	HI
University of Hawaii, Kauai Community College	001614	2-yr	Public	Campus	HI
University of Hawaii, Leeward Community College	004549	2-yr	Public	Campus	HI
University of Hawaii, Manoa	001610	4-yr	Public	Main	HI
University of Hawaii, Maui Community College	001615	2-yr	Public	Campus	HI
University of Hawaii, System Office	007885	Univ	Public	Office	HI
University of Hawaii, West Oahu College	029102	4-yr	Public	Main	HI
University of Hawaii, Windward Community College	010390	2-yr	Public	Campus	HI
University of Health Sciences, Chicago Medical School	001659	Univ	Pri-Ind		IL
University of Houston, Clear Lake	011711	Univ	Public	Campus	TX
University of Houston, Downtown	012826	Univ	Public	Campus	TX
University of Houston, System Office	011721	Univ	Public	Office	TX
University of Houston, University Park	003652	Univ	Public		TX
University of Houston, Victoria	013231	Other	Public	Campus	TX
University of Idaho	001626	Univ	Public		ID
University of Illinois, Chicago	001776	Univ	Public	Campus	IL
University of Illinois, System Office	008001	Univ	Public	Office	IL
University of Illinois, Urbana-Champaign	001775	Univ	Public	Campus	IL
University of Iowa	001892	Univ	Public		IA
University of Kansas Medical Center	004605	Med	Public	Campus	KS
University of Kansas, Lawrence	001948	Univ	Public	Main	KS
University of Kentucky	001989	Univ	Public	Main	KY
University of LaVerne	001216	Univ	Pri-Rel		CA
University of Louisville	001999	Univ	Public		KY
University of Lowell	002161	Univ	Public		MA
University of Maine, Augusta	006760	Other	Public	Campus	ME
University of Maine, Farmington	002040	4-yr	Public	Campus	ME
University of Maine, Fort Kent	002041	Univ	Public	Campus	ME
University of Maine, Machias	002055	Univ	Public	Campus	ME
University of Maine, Orono	002053	Univ	Public	Campus	ME
University of Maine, Presque Isle	002033	Univ	Public	Campus	ME
University of Maine, System Office	008012	Univ	Public	Office	ME
University of Mary Hardin-Baylor	003588	Univ	Pri-Rel		TX
University of Maryland, Baltimore	002104	Other	Public	Campus	MD
University of Maryland, Baltimore County	002105	Univ	Public	Campus	MD
University of Maryland, College Park	002103	Univ	Public	Campus	MD
University of Maryland, Eastern Shore	002106	Univ	Public	Campus	MD
University of Maryland, System Office	007959	Univ	Public	Office	MD
University of Massachusetts, Amherst	002221	Univ		Main	MA
University of Massachusetts, Medical Center	009756	Med	Public	Campus	MA
University of Massachusetts, System Office	008017	Univ	Public	Office	MA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of Medicine and Dentistry of New Jersey	002620	Other	Public	Office	NJ
University of Miami	001536	Univ	Pri-Ind		FL
University of Michigan, Ann Arbor	009092	Univ	Public	Main	MI
University of Michigan, Dearborn	002326	Univ	Public	Campus	MI
University of Michigan, Flint	002327	4-yr	Public	Campus	MI
University of Minnesota Technical College, Crookston	004069	2-yr	Public	Campus	MN
University of Minnesota, Duluth	002388	Univ	Public	Campus	MN
University of Minnesota, System Office	003969	Univ	Public	Office	MN
University of Mississippi	002440	Univ	Public	Main	MS
University of Mississippi Medical Center	004688	Med	Public	Campus	MS
University of Missouri, Columbia	002516	Univ	Public	Campus	MO
University of Missouri, Kansas City	002518	Univ	Public	Campus	MO
University of Missouri, Rolla	002517	Univ	Public	Campus	MO
University of Missouri, Saint Louis	002519	Univ	Public	Campus	MO
University of Missouri, System Office	002515	Univ	Public	Office	MO
University of Montana	002536	Univ	Public		MT
University of Montevallo	001004	Univ	Public		AL
University of Nebraska, Lincoln	002565	Univ	Public	Main	NE
University of Nebraska, Medical Center	006895	Other	Public	Main	NE
University of Nebraska, Omaha	002554	Univ	Public	Campus	NE
University of Nebraska, System Office	008025	Univ	Public	Office	NE
University of Nevada, Reno	002568	Univ	Public	Campus	NV
University of New Hampshire	002589	Univ	Public	Campus	NH
University of New Hampshire, System Office	008027	Univ	Public	Office	NH
University of New Mexico	010313	Univ	Public		NM
University of North Alabama	001016	Univ	Public		AL
University of North Carolina, Asheville	002907	4-yr	Public	Campus	NC
University of North Carolina, Chapel Hill	002974	Univ	Public	Campus	NC
University of North Carolina, Charlotte	002975	Univ	Public	Campus	NC
University of North Carolina, Greensboro	002976	Univ	Public	Campus	NC
University of North Carolina, Wilmington	002984	Univ	Public	Campus	NC
University of North Dakota	003005	Univ	Public		ND
University of North Florida	009841	Univ	Public	Office	FL
University of Northern Colorado	001349	Univ	Pri-Ind		CO
University of Northern Iowa	001890	Univ	Public		IA
University of Notre Dame	001840	Univ	Pri-Rel		IN
University of Oklahoma	003184	Univ	Public	Main	OK
University of Oregon	003223	Univ	Public		OR
University of Pennsylvania	003378	Univ	Pri-Ind		PA
University of Phoenix	029143	Univ	Pri-Ind	Office	AZ
University of Portland	003224	Univ	Pri-Rel		OR
University of Puerto Rico, Aguadilla Regional College	012123	2-yr	Public	Campus	PR
University of Puerto Rico, Arecibo Technological University College	007228	4-yr	Public	Campus	PR
University of Puerto Rico, Carolina Regional College	888601	2-yr	Public	Campus	PR
University of Puerto Rico, Mayaguez	003944	Univ	Public	Campus	PR
University of Puerto Rico, System Office	010922	4-yr	Public	Office	PR
University of Puget Sound	003797	Univ	Pri-Ind		WA
University of Redlands	001322	Univ	Pri-Ind		CA
University of Rhode Island	003414	Univ	Public	Main	RI
University of Richmond	003744	Univ	Pri-Rel		VA
University of Rochester	002894	Univ	Pri-Ind		NY
University of Saint Thomas	003654	Univ	Pri-Ind		TX
University of San Diego	010395	Univ	Pri-Ind		CA
University of San Francisco	001325	Univ	Pri-Rel		CA
University of Science and Arts of Oklahoma	003167	4-yr	Public		OK
University of Scranton	003384	Univ	Pri-Ind		PA
University of South Alabama	001057	Other	Public		AL
University of South Carolina	008049	Univ	Public	Office	SC
University of South Carolina, Aiken	003449	4-yr	Public	Campus	SC
University of South Carolina, Coastal Carolina College	003451	4-yr	Public	Campus	SC
University of South Carolina, Spartanburg	006951	Univ	Public	Campus	SC
University of South Dakota	003474	Univ	Public		SD
University of South Florida	001537	Univ	Public		FL
University of Southern California	001328	Univ	Pri-Ind		CA
University of Southern Colorado	001365	Univ	Public		CO
University of Southern Maine	009762	Univ	Public	Campus	ME
University of Southern Mississippi	002441	Univ	Public	Main	MS
University of Southwestern Louisiana	002031	Univ	Public		LA
University of Steubenville	003036	Univ	Pri-Rel		OH
University of Tampa	001538	Univ	Pri-Ind		FL
University of Tennessee Center for the Health Sciences	006725	Med	Public	Campus	TN
University of Tennessee, Chattanooga	003529	Univ	Public	Campus	TN
University of Tennessee, Institute of Agriculture	990008	Univ	Public	Campus	TN
University of Tennessee, Knoxville	003530	Univ	Public	Campus	TN
University of Tennessee, Martin	003531	Univ	Public	Campus	TN
University of Tennessee, System Office	008051	Univ	Public	Office	TN
University of Texas Health Science Center, San Antonio	003659	Med	Public	Campus	TX
University of Texas, Arlington	003656	Univ	Public	Campus	TX
University of Texas, Austin	003658	Univ	Public	Campus	TX
University of Texas, Dallas	009741	Other	Public	Campus	TX
University of Texas, El Paso	003661	Univ	Public	Campus	TX
University of Texas, San Antonio	010115	Univ	Public	Campus	TX
University of Texas, System Cancer Center	990099	Other	Public		TX
University of Texas, System Office	003655	Other	Public	Office	TX
University of Texas, Tyler	011163	Univ	Public	Campus	TX
University of Toledo	003131	Univ	Public		OH
University of Tulsa	003185	Univ	Pri-Ind		OK
University of Utah	003675	Univ	Public		UT
University of Vermont	003696	Univ	Public		VT
University of Virginia	006968	Other	Public		VA
University of Washington	003798	Univ	Public		WA
University of West Florida	003955	Univ	Public	Campus	FL

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of West Los Angeles	009170	Law	Pri-Ind		CA
University of Wisconsin, Eau Claire	003917	Univ	Public	Campus	WI
University of Wisconsin, Green Bay	003899	Univ	Public	Campus	WI
University of Wisconsin, La Crosse	003919	Univ	Public	Campus	WI
University of Wisconsin, Madison	003895	Univ	Public	Main	WI
University of Wisconsin, Milwaukee	003896	Univ	Public	Campus	WI
University of Wisconsin, Oshkosh	009630	Univ	Public	Campus	WI
University of Wisconsin, Parkside	005015	Univ	Public	Campus	WI
University of Wisconsin, Platteville	003921	Univ	Public	Campus	WI
University of Wisconsin, Stevens Point	003924	Univ	Public	Campus	WI
University of Wisconsin, Stout	003915	Univ	Public	Campus	WI
University of Wisconsin, System Office	003894	Univ	Public	Office	WI
University of Wisconsin, Whitewater	003926	Univ	Public	Campus	WI
University of Wyoming	003932	Univ	Public		WY
University of the Pacific	001329	Univ	Pri-Ind		CA
University of the Sacred Heart	003937	Univ	Pri-Rel		PR
University of the South	003534	Univ	Pri-Rel		TN
University System of South Texas	029098	Other	Public		TX
Ursuline College	003134	4-yr	Pri-Rel		OH
Utah State University	003677	Univ	Public	Campus	UT
Utah System of Higher Education	009339	Other	Public		UT
Utah Technical College, Provo/Orem	004027	Tech	Public	Campus	UT
Utah Technical College, Salt Lake	005220	2-yr	Public		UT
Valdosta State College	001599	4-yr	Public		GA
Valencia Community College	006750	2-yr	Public		FL
Valley City State College	003008	4-yr	Public	Campus	ND
Valparaiso University	001842	Univ	Pri-Rel		IN
Vanderbilt University	003535	Univ	Pri-Ind		TN
Vassar College	002895	4-yr	Pri-Ind		NY
Vermont Student Assistance Corporation	990097	Other	Public		VT
Vermont Technical College	003698	2-yr	Public	Campus	VT
Victoria College	003662	2-yr	Public		TX
Villa Maria College	003387	4-yr	Pri-Rel		PA
Villanova University	003388	Univ	Pri-Rel		PA
Vincennes University	001843	2-yr	Public		IN
Virginia Commonwealth University	003735	Univ	Public		VA
Virginia Highlands Community College	007099	2-yr	Public		VA
Virginia Intermont College	003752	4-yr	Pri-Rel		VA
Virginia Polytechnic Institute and State University	003754	Univ	Public		VA
Virginia State Community College, System Office	008904	2-yr	Public	Office	VA
Vista College	029106	2-yr	Public	Campus	CA
Viterbo College	003911	4-yr	Pri-Rel		WI
Volunteer State Community College	009912	2-yr	Public	Campus	TN
Wabash College	001844	4-yr	Pri-Ind		IN
Wagner College	002899	4-yr	Pri-Ind		NY
Wake Forest University	002978	Univ	Pri-Rel		NC
Waldorf College	001895	2-yr	Pri-Rel		IA
Walla Walla Community College	005006	2-yr	Public		WA
Wallace State Community College	007871	2-yr	Public		AL
Walsh College	003135	4-yr	Pri-Rel		OH
Walsh College of Accountancy and Business Adminstration	004071	Other	Pri-Ind		MI
Walters State Community College	008863	2-yr	Public		TN
Warner Southern College	008848	4-yr	Pri-Rel		FL
Wartburg College	001896	4-yr	Pri-Rel		IA
Wartburg Theological Seminary	001897	Theol			IA
Washburn University of Topeka	001949	Univ	Public		KS
Washington Bible College	001462	Theol	Pri-Ind		MD
Washington University	002520	Univ	Pri-Ind		MO
Washington and Jefferson College	003389	4-yr	Pri-Ind		PA
Washington and Lee University	003768	Univ	Pri-Ind		VA
Washtenaw Community College	002328	2-yr	Public		MI
Waubonsee Community College	006931	2-yr	Public		IL
Waukesha County Technical Institute	009258	Tech	Public		WI
Waycross Junior College	029028	2-yr	Public		GA
Wayne County Community College	009230	2-yr	Public	Office	MI
Wayne State College	002566	4-yr	Public	Campus	NE
Wayne State University	002329	4-yr	Public		MI
Weber State College	003680	4-yr	Public		UT
Wellesley College	002224	4-yr	Pri-Ind		MA
Wells College	002901	4-yr	Pri-Ind		NY
Wenatchee Valley College	003801	2-yr	Public		WA
Wentworth Institute of Technology	029099	4-yr			MA
Wesley College	011461	4-yr	Pri-Rel		MS
Wesleyan College	001600	4-yr	Pri-Rel		GA
Wesleyan University	006457	Univ	Pri-Ind		CT
West Chester University of Pennsylvania	003328	Univ	Public	Campus	PA
West Georgia College	001601	4-yr	Public		GA
West Texas State University	003665	Univ	Public		TX
West Virginia Board of Regents	990067	Univ	Public		WV
West Virginia College of Graduate Studies	006869	Other	Public		WV
West Virginia Institute of Technology	003825	4-yr	Public	Campus	WV
West Virginia State College	003826	4-yr	Public		WV
West Virginia University	003827	Univ	Public		WV
West Virginia Wesleyan College	003830	4-yr	Pri-Rel		WV
Westchester Community College	002881	2-yr	Public	Campus	NY
Western Baptist College	001339	4-yr	Pri-Rel		OR
Western Carolina University	002981	Univ	Public	Campus	NC
Western Connecticut State University	001380	Univ		Campus	CT
Western Conservative Baptist Seminary	007178	Theol	Pri-Rel		OR
Western Illinois University	001780	Univ	Public		IL
Western Interstate Commission for Higher Education	990060	Other	Public		CO
Western Kentucky University	002002	Univ	Public		KY

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Western Maryland College	002109	4-yr	Pri-Ind		MD
Western Michigan University	002330	Univ	Public		MI
Western Montana College	002537	4-yr	Public	Campus	MT
Western Nevada Community College	010363	2-yr	Public	Campus	NV
Western New England College	002226	4-yr	Pri-Ind		MA
Western New Mexico University	002664	Univ	Public		NM
Western Oklahoma State College	003146	2-yr	Public		OK
Western Oregon State College	003209	4-yr	Public	Campus	OR
Western Piedmont Community College	002982	2-yr	Public	Campus	NC
Western State College of Colorado	001372	4-yr	Public		CO
Western States Chiropractic College	012309	Other	Pri-Ind		OR
Western Technical Community College	990053	2-yr	Public	Main	NE
Western Texas College	009549	2-yr	Public		TX
Western Wyoming Community College	003933	2-yr	Public		WY
Westfield State College	002189	4-yr	Public		MA
Westmar College	001899	4-yr	Pri-Rel		IA
Westminster College	002523	4-yr	Pri-Ind		MO
Westminster College	003392	4-yr	Pri-Ind		PA
Westminster College of Salt Lake City	003681	4-yr	Pri-Ind		UT
Westminster Theological Seminary	003393	Theol	Pri-Ind		PA
Whatcom Community College	010364	2-yr	Public		WA
Wheaton College	001781	4-yr	Pri-Rel		IL
Wheaton College	002227	4-yr	Pri-Ind		MA
Wheeling College	003831	4-yr	Pri-Rel		WV
Wheelock College	002228	4-yr	Pri-Ind		MA
Whitman College	003803	4-yr	Pri-Ind		WA
Whittier College	001342	4-yr	Pri-Ind		CA
Whitworth College	003804	4-yr	Pri-Rel		WA
Wichita State University	001950	Univ	Public		KS
Widener University	003313	Univ	Pri-Ind	Office	PA
Wilkes College	003394	4-yr	Pri-Ind		PA
Willamette University	003227	Univ	Pri-Ind		OR
William Jewell College	002524	4-yr	Pri-Rel		MO
William M. Scholl College of Podiatric Medicine	001690	Med	Pri-Ind		IL
William Marsh Rice University	003604	Univ	Pri-Ind		TX
William Mitchell College of Law	002391	Law	Pri-Ind		MN
William Paterson College of New Jersey	002625	4-yr	Public		NJ
William Penn College	001900	4-yr	Pri-Rel		IA
William Rainey Harper College	003961	2-yr	Public		IL
William Woods College	002525	4-yr	Pri-Ind		MO
Williams College	002239	4-yr	Pri-Ind		MA
Williamsburg Technical College	009322	2-yr	Public		SC
Williamsport Area Community College	003395	2-yr	Public	Main	PA
Willmar Community College	002392	2-yr	Public	Campus	MN
Wilmington College	003142	4-yr	Pri-Rel		OH
Wilmington College	007948	4-yr	Pri-Ind		DE
Winston-Salem State University	002986	Univ	Public	Campus	NC
Winthrop College	003456	4-yr	Public		SC
Wittenberg University	003143	Univ	Pri-Rel		OH
Wofford College	003457	4-yr	Pri-Rel		SC
Wood Junior College	002448	2-yr	Pri-Rel		MS
Wood School	007405	2-yr	Pri-Ind		NY
Woodbury University	001343	Univ	Pri-Ind		CA
Woods Hole Oceanographic Institution	990081	Other	Pri-Ind	Campus	MA
Worcester Polytechnic Institute	002233	4-yr	Pri-Ind		MA
Worthington Community College	002395	2-yr	Public	Campus	MN
Wright State University, System Office	003078	Univ	Public	Office	OH
Wytheville Community College	003761	2-yr	Public		VA
Xavier University	003144	Univ	Pri-Rel		OH
Yakima Valley Community College	003805	2-yr	Public	Campus	WA
Yavapai College	001079	2-yr	Public	Main	AZ
York College of Pennsylvania	003399	4-yr	Pri-Ind		PA
Young Harris College	001604	2-yr	Pri-Rel		GA
Youngstown State University	003145	Univ	Public		OH

Secondary Positions

(Tables 59-66)

Cautionary Note: The General Tables should be used only to obtain a broad overview of position salaries. For comparative analyses between positions or among institutions, consult the Comparative Tables, or see the Special Study Section (page xii). Data for some positions do not appear on several tables due to the limited number of positions that can be printed on a page. All data is available, however, through Special Study Reports.

Table 59
ALL INSTITUTIONS SUMMARY (SECONDARY)

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 1,371.

POS	TITLE	MED	Q1	Q3	N
200.0	Assistant to the President of a System/District/Multi-Campus	$44,000	$34,209	$53,310	71
201.0	Assistant to the President/Single Institution	$34,800	$26,667	$44,400	566
202.0	Associate Director, Personnel/Human Resources	$30,291	$23,877	$37,908	237
203.0	Manager, Payroll	$23,600	$18,500	$29,988	501
204.0	Manager, Benefits	$25,992	$20,400	$33,000	254
205.0	Manager, Training and Development	$29,850	$25,000	$35,409	126
206.0	Manager, Employee Relations	$32,358	$27,352	$40,000	104
207.0	Manager, Employment	$27,500	$21,456	$32,882	211
208.0	Manager, Wage and Salary/Manager, Compensation	$28,560	$23,760	$36,000	180
209.0	Manager, Personnel Information Systems	$26,867	$21,648	$35,628	83
210.0	Associate Director, Affirmatv Action/Equal Employment	$29,338	$23,700	$32,040	58
211.0	Director, Health and Safety	$33,000	$27,352	$43,248	150
212.0	Associate Budget Director	$35,000	$27,810	$41,796	155
213.0	Associate General Counsel	$41,796	$35,000	$53,011	65
214.0	Associate Director, Computer Center	$34,967	$25,962	$43,800	196
215.0	Associate Director, Computer Center Operations/Academic	$36,257	$29,947	$44,000	128
216.0	Associate Director, Computer Center Operations/Administrative	$36,300	$28,314	$43 740	140
217.0	Associate Bursar	$23,519	$18,595	$29,500	85
218.0	Associate Director, Physical Plant/Facilities Management	$31,800	$24,885	$38,622	442
219.0	Manager, Landscape and Grounds	$24,000	$19,901	$29,112	457
220.0	Manager, Building Maintenance Trades	$27,288	$23,595	$32,925	383
221.0	Manager, Technical Trades	$29,791	$24,800	$33,393	162
222.0	Manager, Custodial Services	$23,135	$19,260	$28,000	534
223.0	Manager, Power Plant	$29,956	$24,974	$35,881	221
224.0	Director, Telecommunications	$32,968	$25,600	$44,448	194
225.0	Associate Director, Purchasing	$26,590	$21,617	$33,660	195
226.0	Associate Director, Food Services	$28,500	$21,000	$34,049	119
227.0	Associate Registrar	$26,625	$21,580	$32,988	277
228.0	Assistant Registrar	$20,300	$17,106	$24,260	382
229.0	Associate Director, Student Housing	$25,390	$18,504	$31,700	175
230.0	Housing Officer/Administrative Operations	$25,750	$21,112	$30,000	96
231.0	Housing Officer/Residence Life	$21,382	$16,212	$27,700	207
232.0	Housing Officer/Family Housing	$25,896	$20,492	$29,640	57
233.0	Associate Director, Student Union	$24,823	$20,530	$31,251	125
234.0	Student Union Business Manager	$26,000	$22,391	$31,807	70
235.0	Associate Director, Admissions	$25,390	$20,472	$31,059	473
236.0	Assistant Director, Admissions	$20,636	$17,100	$24,400	476
237.0	Associate Director, Institutional Research	$30,033	$24,305	$38,522	83
238.0	Director, Conferences	$28,251	$22,112	$36,500	170
239.0	Director, Annual Giving	$28,300	$23,000	$34,536	285
240.0	Director, Corporate/Foundation Relations	$32,730	$26,500	$37,950	181
241.0	Coordinator, Resource Development	$22,500	$19,510	$30,000	108
242.0	Director, Estate Planning	$35,000	$27,295	$43,254	98
243.0	Associate Director, Publications	$22,920	$19,035	$27,190	101
244.0	Associate Director, Bookstore	$20,932	$16,637	$26,260	136
245.0	Associate Director, Student Counseling	$28,000	$22,500	$35,138	142
246.0	Associate Director, Student Financial Aid	$23,052	$18,950	$29,000	465
247.0	Director, Medical Center Public Relations/Affairs	$37,690	$32,000	$48,944	37
248.0	Director, Medical Center Personnel	$41,489	$34,560	$49,920	34
249.0	Director, Governmental/Legislative Relations	$48,228	$39,308	$55,500	75
250.0	Circulation Librarian	$22,700	$18,000	$27,400	452
251.0	Acquisitions Librarian	$25,675	$20,294	$31,501	472
252.0	Technical Services Librarian	$26,751	$20,950	$33,492	583
253.0	Public Services Librarian	$28,220	$22,500	$36,000	343
254.0	Reference Librarian	$24,960	$20,720	$30,768	615
255.0	Data Base Administrator	$33,409	$27,900	$38,380	134
256.0	Systems Analyst I (highest level)	$31,577	$27,000	$34,926	323
257.0	Systems Analyst II (lowest level)	$25,576	$21,227	$28,654	233
258.0	Programmer Analyst I (highest level)	$26,196	$22,050	$30,000	466
259.0	Programmer Analyst II (lowest level)	$20,300	$18,000	$23,880	417
260.0	Director, Sports Information	$22,040	$18,000	$28,054	378
261.0	Head Coach, Football	$38,700	$31,388	$51,120	375
262.0	Head Coach, Basketball (Men)	$34,400	$28,200	$45,000	558
263.0	Head Coach, Basketball (Women)	$27,165	$22,896	$31,467	458
264.0	Head Coach, Baseball	$29,790	$23,090	$35,343	339
265.0	Head Coach, Tennis (Men)	$28,197	$22,500	$35,025	187
266.0	Head Coach, Tennis (Women)	$24,200	$18,600	$29,869	147
267.0	Head Coach, Soccer (Men)	$26,609	$21,289	$33,371	173
268.0	Head Coach, Soccer (Women)	$23,730	$19,000	$28,573	32

Table 60
ALL UNIVERSITIES (SECONDARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 440.

POS	TITLE	MED	Q1	Q3	N
200.0	Assistant to the President of a System/District/Multi-Campus	$52,000	$43,630	$57,900	39
201.0	Assistant to the President/Single Institution	$40,711	$32,000	$50,800	221
202.0	Associate Director, Personnel/Human Resources	$32,028	$25,000	$40,600	142
203.0	Manager, Payroll	$26,172	$22,350	$33,000	278
204.0	Manager, Benefits	$27,000	$21,695	$33,638	178
205.0	Manager, Training and Development	$29,823	$25,000	$34,000	96
206.0	Manager, Employee Relations	$34,968	$28,500	$41,328	79
207.0	Manager, Employment	$27,874	$22,270	$33,429	147
208.0	Manager, Wage and Salary/Manager, Compensation	$29,313	$25,056	$36,252	134
209.0	Manager, Personnel Information Systems	$30,500	$22,500	$35,730	58
210.0	Associate Director, Affirmatv Action/Equal Employment	$29,897	$24,120	$34,272	45
211.0	Director, Health and Safety	$34,086	$28,240	$43,800	125
212.0	Associate Budget Director	$37,400	$30,279	$45,672	98
213.0	Associate General Counsel	$42,250	$34,200	$53,011	56
214.0	Associate Director, Computer Center	$40,250	$32,186	$48,744	97
215.0	Associate Director, Computer Center Operations/Academic	$39,720	$33,396	$48,192	82
216.0	Associate Director, Computer Center Operations/Administrative	$42,400	$35,500	$45,600	80
217.0	Associate Bursar	$26,300	$22,511	$32,000	50
218.0	Associate Director, Physical Plant/Facilities Management	$35,730	$29,822	$42,700	219
219.0	Manager, Landscape and Grounds	$26,320	$22,400	$31,752	243
220.0	Manager, Building Maintenance Trades	$29,300	$25,380	$35,366	203
221.0	Manager, Technical Trades	$30,943	$27,081	$34,250	96
222.0	Manager, Custodial Services	$25,536	$21,424	$30,762	256
223.0	Manager, Power Plant	$30,828	$25,680	$38,500	148
224.0	Director, Telecommunications	$35,000	$26,310	$45,264	140
225.0	Associate Director, Purchasing	$28,560	$24,200	$35,120	127
226.0	Associate Director, Food Services	$29,988	$26,640	$35,880	65
227.0	Associate Registrar	$29,997	$24,960	$34,606	162
228.0	Assistant Registrar	$22,423	$19,252	$26,120	186
229.0	Associate Director, Student Housing	$29,379	$23,186	$35,090	122
230.0	Housing Officer/Administrative Operations	$26,669	$22,638	$30,520	78
231.0	Housing Officer/Residence Life	$24,450	$19,720	$30,354	129
232.0	Housing Officer/Family Housing	$25,740	$20,492	$29,509	54
233.0	Associate Director, Student Union	$26,793	$21,917	$32,000	92
234.0	Student Union Business Manager	$26,000	$22,391	$31,807	64
235.0	Associate Director, Admissions	$29,940	$25,068	$33,701	212
236.0	Assistant Director, Admissions	$22,692	$19,555	$26,403	203
237.0	Associate Director, Institutional Research	$33,000	$27,750	$40,920	53
238.0	Director, Conferences	$32,760	$26,500	$39,285	99
239.0	Director, Annual Giving	$32,000	$27,250	$37,800	131
240.0	Director, Corporate/Foundation Relations	$36,000	$30,325	$41,775	89
241.0	Coordinator, Resource Development	$22,402	$20,932	$30,000	56
242.0	Director, Estate Planning	$40,520	$33,000	$45,600	58
243.0	Associate Director, Publications	$24,648	$22,000	$27,473	49
244.0	Associate Director, Bookstore	$23,730	$20,350	$29,199	82
245.0	Associate Director, Student Counseling	$32,906	$27,288	$38,117	84
246.0	Associate Director, Student Financial Aid	$27,000	$22,000	$30,876	237
247.0	Director, Medical Center Public Relations/Affairs	$40,000	$33,165	$48,944	29
248.0	Director, Medical Center Personnel	$40,688	$34,560	$49,555	28
249.0	Director, Governmental/Legislative Relations	$49,000	$40,650	$55,600	56
250.0	Circulation Librarian	$24,972	$21,000	$29,404	223
251.0	Acquisitions Librarian	$28,692	$23,940	$33,655	255
252.0	Technical Services Librarian	$31,180	$25,100	$37,966	248
253.0	Public Services Librarian	$32,677	$26,970	$38,640	169
254.0	Reference Librarian	$27,850	$23,369	$32,916	288
255.0	Data Base Administrator	$34,967	$30,000	$39,005	85
256.0	Systems Analyst I (highest level)	$32,164	$28,120	$35,315	204
257.0	Systems Analyst II (lowest level)	$26,000	$21,618	$28,654	156
258.0	Programmer Analyst I (highest level)	$26,450	$23,000	$31,032	252
259.0	Programmer Analyst II (lowest level)	$20,778	$18,459	$24,192	216
260.0	Director, Sports Information	$24,140	$19,800	$30,300	250
261.0	Head Coach, Football	$45,900	$36,301	$58,548	228
262.0	Head Coach, Basketball (Men)	$42,000	$33,000	$51,120	303
263.0	Head Coach, Basketball (Women)	$28,000	$24,432	$33,000	267
264.0	Head Coach, Baseball	$30,708	$25,020	$36,000	207
265.0	Head Coach, Tennis (Men)	$28,737	$23,580	$35,000	142
266.0	Head Coach, Tennis (Women)	$23,000	$18,600	$29,333	114
267.0	Head Coach, Soccer (Men)	$27,000	$21,500	$34,121	108
268.0	Head Coach, Soccer (Women)	$22,824	$20,000	$26,880	18

Table 61
PUBLIC UNIVERSITIES SUMMARY (SECONDARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 304.

POS	TITLE	MED	Q1	Q3	N
200.0	Assistant to the President of a System/District/Multi-Campus	$53,445	$48,000	$59,500	33
201.0	Assistant to the President/Single Institution	$42,695	$34,788	$51,000	148
202.0	Associate Director, Personnel/Human Resources	$32,769	$25,572	$41,000	109
203.0	Manager, Payroll	$27,626	$22,908	$34,775	203
204.0	Manager, Benefits	$26,856	$21,696	$33,500	126
205.0	Manager, Training and Development	$28,577	$23,940	$33,309	75
206.0	Manager, Employee Relations	$34,650	$27,352	$41,328	61
207.0	Manager, Employment	$27,874	$22,690	$34,268	104
208.0	Manager, Wage and Salary/Manager, Compensation	$28,998	$25,056	$35,628	100
209.0	Manager, Personnel Information Systems	$27,910	$22,500	$35,628	44
210.0	Associate Director, Affirmativ Action/Equal Employment	$28,808	$23,700	$32,000	35
211.0	Director, Health and Safety	$33,647	$28,000	$42,582	101
212.0	Associate Budget Director	$38,300	$32,635	$45,672	70
213.0	Associate General Counsel	$37,500	$32,837	$49,020	41
214.0	Associate Director, Computer Center	$41,500	$33,073	$48,744	69
215.0	Associate Director, Computer Center Operations/Academic	$40,082	$33,396	$49,083	58
216.0	Associate Director, Computer Center Operations/Administrative	$42,400	$36,200	$44,690	56
217.0	Associate Bursar	$28,080	$21,885	$31,700	33
218.0	Associate Director, Physical Plant/Facilities Management	$35,730	$29,640	$41,129	160
219.0	Manager, Landscape and Grounds	$26,312	$22,400	$31,896	173
220.0	Manager, Building Maintenance Trades	$29,988	$25,380	$34,503	149
221.0	Manager, Technical Trades	$30,365	$26,719	$33,348	66
222.0	Manager, Custodial Services	$25,091	$21,231	$30,224	191
223.0	Manager, Power Plant	$30,151	$25,680	$36,250	113
224.0	Director, Telecommunications	$34,968	$26,310	$45,684	101
225.0	Associate Director, Purchasing	$29,004	$24,287	$34,272	102
226.0	Associate Director, Food Services	$29,822	$25,624	$35,432	48
227.0	Associate Registrar	$31,193	$26,839	$35,000	109
228.0	Assistant Registrar	$23,861	$20,940	$28,222	117
229.0	Associate Director, Student Housing	$29,604	$23,595	$35,148	86
230.0	Housing Officer/Administrative Operations	$27,500	$22,638	$31,640	59
231.0	Housing Officer/Residence Life	$25,472	$20,225	$31,380	87
232.0	Housing Officer/Family Housing	$25,740	$19,566	$29,640	44
233.0	Associate Director, Student Union	$27,450	$23,419	$32,472	74
234.0	Student Union Business Manager	$26,084	$22,625	$31,807	54
235.0	Associate Director, Admissions	$30,820	$26,125	$33,955	123
236.0	Assistant Director, Admissions	$24,000	$20,968	$27,310	124
237.0	Associate Director, Institutional Research	$33,000	$29,388	$40,920	45
238.0	Director, Conferences	$33,653	$26,766	$39,296	73
239.0	Director, Annual Giving	$31,883	$26,500	$36,590	68
240.0	Director, Corporate/Foundation Relations	$36,000	$29,700	$42,000	36
241.0	Coordinator, Resource Development	$22,015	$20,932	$29,659	25
242.0	Director, Estate Planning	$42,400	$35,580	$48,175	25
243.0	Associate Director, Publications	$24,496	$21,506	$27,352	31
244.0	Associate Director, Bookstore	$23,700	$20,528	$27,875	59
245.0	Associate Director, Student Counseling	$34,361	$29,252	$39,516	61
246.0	Associate Director, Student Financial Aid	$27,772	$23,050	$31,068	162
247.0	Director, Medical Center Public Relations/Affairs	$37,114	$32,600	$40,900	17
248.0	Director, Medical Center Personnel	$41,489	$33,252	$49,100	20
249.0	Director, Governmental/Legislative Relations	$50,000	$41,364	$55,656	40
250.0	Circulation Librarian	$25,244	$21,144	$29,700	156
251.0	Acquisitions Librarian	$29,683	$25,362	$34,240	183
252.0	Technical Services Librarian	$33,000	$26,856	$38,927	168
253.0	Public Services Librarian	$34,800	$28,000	$40,150	124
254.0	Reference Librarian	$28,730	$24,602	$33,570	190
255.0	Data Base Administrator	$35,043	$30,900	$39,005	63
256.0	Systems Analyst I (highest level)	$32,000	$28,217	$34,814	145
257.0	Systems Analyst II (lowest level)	$25,992	$21,900	$28,932	115
258.0	Programmer Analyst I (highest level)	$26,352	$23,000	$30,500	167
259.0	Programmer Analyst II (lowest level)	$20,778	$18,300	$24,216	149
260.0	Director, Sports Information	$25,000	$20,586	$32,000	169
261.0	Head Coach, Football	$46,000	$38,500	$58,000	176
262.0	Head Coach, Basketball (Men)	$42,312	$33,600	$56,123	215
263.0	Head Coach, Basketball (Women)	$28,320	$24,981	$33,292	207
264.0	Head Coach, Baseball	$31,000	$25,200	$36,400	156
265.0	Head Coach, Tennis (Men)	$28,737	$23,580	$34,843	109
266.0	Head Coach, Tennis (Women)	$24,000	$20,000	$29,869	85
267.0	Head Coach, Soccer (Men)	$28,380	$22,920	$35,376	70
268.0	Head Coach, Soccer (Women)	$22,886	$20,000	$26,880	11

Table 62
PRIVATE UNIVERSITIES SUMMARY (SECONDARY)

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 133.

POS	TITLE	MED	Q1	Q3	N
200.0	Assistant to the President of a System/District/Multi-Campus	$30,000	$30,000	$42,500	6
201.0	Assistant to the President/Single Institution	$34,450	$27,000	$49,391	72
202.0	Associate Director, Personnel/Human Resources	$31,636	$22,500	$36,400	32
203.0	Manager, Payroll	$23,600	$19,400	$31,000	73
204.0	Manager, Benefits	$27,000	$21,795	$33,638	50
205.0	Manager, Training and Development	$33,000	$27,500	$37,375	19
206.0	Manager, Employee Relations	$35,970	$28,668	$39,500	17
207.0	Manager, Employment	$27,500	$19,500	$32,500	41
208.0	Manager, Wage and Salary/Manager, Compensation	$30,176	$23,500	$36,037	32
209.0	Manager, Personnel Information Systems	$31,700	$20,350	$36,724	14
210.0	Associate Director, Affirmatv Action/Equal Employment	$34,325	$29,400	$36,750	9
211.0	Director, Health and Safety	$34,086	$29,600	$46,100	22
212.0	Associate Budget Director	$37,000	$29,225	$48,900	27
213.0	Associate General Counsel	$51,940	$42,250	$67,289	15
214.0	Associate Director, Computer Center	$38,750	$28,325	$48,000	28
215.0	Associate Director, Computer Center Operations/Academic	$37,100	$34,500	$45,000	22
216.0	Associate Director, Computer Center Operations/Administrative	$41,460	$34,800	$45,600	22
217.0	Associate Bursar	$24,510	$23,152	$31,200	16
218.0	Associate Director, Physical Plant/Facilities Management	$35,640	$30,530	$43,400	58
219.0	Manager, Landscape and Grounds	$26,320	$22,454	$31,072	69
220.0	Manager, Building Maintenance Trades	$27,500	$25,393	$35,609	53
221.0	Manager, Technical Trades	$31,250	$28,700	$37,119	29
222.0	Manager, Custodial Services	$26,640	$22,048	$31,100	64
223.0	Manager, Power Plant	$32,750	$28,500	$40,350	34
224.0	Director, Telecommunications	$35,640	$26,500	$45,000	37
225.0	Associate Director, Purchasing	$27,500	$20,935	$36,300	24
226.0	Associate Director, Food Services	$30,000	$28,840	$37,650	16
227.0	Associate Registrar	$26,500	$22,350	$32,700	52
228.0	Assistant Registrar	$20,150	$16,560	$23,425	68
229.0	Associate Director, Student Housing	$27,400	$18,000	$31,500	34
230.0	Housing Officer/Administrative Operations	$24,500	$20,000	$27,000	18
231.0	Housing Officer/Residence Life	$22,000	$18,120	$26,620	41
232.0	Housing Officer/Family Housing	$27,525	$24,400	$28,068	9
233.0	Associate Director, Student Union	$23,800	$17,500	$26,625	17
234.0	Student Union Business Manager	$22,700	$21,853	$26,375	9
235.0	Associate Director, Admissions	$27,100	$23,005	$32,400	86
236.0	Assistant Director, Admissions	$20,500	$17,725	$24,735	78
237.0	Associate Director, Institutional Research	$27,210	$25,000	$36,380	8
238.0	Director, Conferences	$28,700	$26,280	$38,500	25
239.0	Director, Annual Giving	$32,675	$27,500	$38,900	63
240.0	Director, Corporate/Foundation Relations	$36,000	$30,325	$41,500	52
241.0	Coordinator, Resource Development	$22,623	$21,000	$30,774	30
242.0	Director, Estate Planning	$38,918	$32,733	$44,280	33
243.0	Associate Director, Publications	$26,400	$22,000	$30,400	18
244.0	Associate Director, Bookstore	$25,000	$19,828	$30,000	22
245.0	Associate Director, Student Counseling	$28,000	$23,300	$33,600	22
246.0	Associate Director, Student Financial Aid	$24,000	$19,158	$29,400	74
247.0	Director, Medical Center Public Relations/Affairs	$42,436	$35,721	$53,437	12
248.0	Director, Medical Center Personnel	$38,740	$35,000	$54,300	8
249.0	Director, Governmental/Legislative Relations	$49,000	$38,588	$52,500	15
250.0	Circulation Librarian	$23,600	$18,754	$27,100	64
251.0	Acquisitions Librarian	$24,300	$20,570	$30,792	69
252.0	Technical Services Librarian	$27,162	$22,000	$33,216	77
253.0	Public Services Librarian	$28,445	$24,400	$36,000	43
254.0	Reference Librarian	$24,331	$20,000	$29,700	96
255.0	Data Base Administrator	$33,000	$27,384	$39,623	22
256.0	Systems Analyst I (highest level)	$33,500	$27,250	$36,950	58
257.0	Systems Analyst II (lowest level)	$26,579	$20,683	$28,506	40
258.0	Programmer Analyst I (highest level)	$26,850	$23,227	$32,472	82
259.0	Programmer Analyst II (lowest level)	$20,700	$18,900	$23,702	65
260.0	Director, Sports Information	$21,513	$18,358	$25,900	80
261.0	Head Coach, Football	$40,915	$33,000	$62,000	50
262.0	Head Coach, Basketball (Men)	$41,333	$31,392	$49,100	85
263.0	Head Coach, Basketball (Women)	$27,000	$23,000	$30,459	57
264.0	Head Coach, Baseball	$29,400	$23,693	$35,110	49
265.0	Head Coach, Tennis (Men)	$29,000	$23,806	$35,000	33
266.0	Head Coach, Tennis (Women)	$21,800	$17,000	$28,440	29
267.0	Head Coach, Soccer (Men)	$23,000	$18,548	$30,848	37
268.0	Head Coach, Soccer (Women)	$20,500	$19,973	$23,730	6

Table 63
ALL 4-YEAR COLLEGES (SECONDARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 469.

POS	TITLE	MED	Q1	Q3	N
201.0	Assistant to the President/Single Institution	$31,350	$24,000	$39,500	190
202.0	Associate Director, Personnel/Human Resources	$24,918	$19,600	$29,150	41
203.0	Manager, Payroll	$18,060	$15,500	$22,790	131
204.0	Manager, Benefits	$19,152	$16,700	$24,587	32
206.0	Manager, Employee Relations	$26,000	$20,940	$31,524	8
207.0	Manager, Employment	$23,820	$18,309	$28,591	19
208.0	Manager, Wage and Salary/Manager, Compensation	$19,715	$17,000	$27,120	12
209.0	Manager, Personnel Information Systems	$24,353	$15,800	$26,544	8
211.0	Director, Health and Safety	$23,868	$21,428	$29,190	7
212.0	Associate Budget Director	$25,680	$19,200	$30,000	19
214.0	Associate Director, Computer Center	$24,500	$18,500	$33,200	56
215.0	Associate Director, Computer Center Operations/Academic	$29,266	$20,500	$34,500	32
216.0	Associate Director, Computer Center Operations/Administrative	$27,920	$17,400	$35,655	40
217.0	Associate Bursar	$15,028	$14,000	$19,155	22
218.0	Associate Director, Physical Plant/Facilities Management	$24,600	$20,964	$30,000	126
219.0	Manager, Landscape and Grounds	$21,200	$18,035	$25,000	137
220.0	Manager, Building Maintenance Trades	$24,716	$21,300	$29,179	110
221.0	Manager, Technical Trades	$25,738	$23,081	$29,451	33
222.0	Manager, Custodial Services	$20,349	$16,808	$24,820	179
223.0	Manager, Power Plant	$28,065	$22,909	$31,305	45
224.0	Director, Telecommunications	$23,000	$18,000	$34,055	22
225.0	Associate Director, Purchasing	$19,418	$16,632	$25,140	23
226.0	Associate Director, Food Services	$21,000	$16,500	$28,500	41
227.0	Associate Registrar	$20,400	$17,200	$23,650	66
228.0	Assistant Registrar	$18,000	$15,000	$21,002	137
229.0	Associate Director, Student Housing	$18,096	$15,526	$22,260	46
230.0	Housing Officer/Administrative Operations	$19,937	$18,096	$24,413	14
231.0	Housing Officer/Residence Life	$16,700	$13,500	$20,500	64
233.0	Associate Director, Student Union	$20,580	$15,958	$24,154	25
235.0	Associate Director, Admissions	$22,553	$18,540	$26,276	208
236.0	Assistant Director, Admissions	$18,250	$15,900	$22,000	206
237.0	Associate Director, Institutional Research	$20,600	$18,570	$28,133	13
238.0	Director, Conferences	$23,000	$18,000	$28,350	53
239.0	Director, Annual Giving	$25,450	$21,000	$30,000	136
240.0	Director, Corporate/Foundation Relations	$28,000	$23,000	$33,990	80
241.0	Coordinator, Resource Development	$20,900	$16,850	$25,000	36
242.0	Director, Estate Planning	$27,550	$24,080	$38,000	38
243.0	Associate Director, Publications	$19,500	$15,810	$22,218	35
244.0	Associate Director, Bookstore	$16,200	$12,842	$18,980	28
245.0	Associate Director, Student Counseling	$21,158	$18,600	$26,542	41
246.0	Associate Director, Student Financial Aid	$19,000	$16,636	$22,000	145
249.0	Director, Governmental/Legislative Relations	$36,500	$28,150	$40,750	5
250.0	Circulation Librarian	$19,323	$15,000	$23,250	151
251.0	Acquisitions Librarian	$20,354	$16,912	$26,500	149
252.0	Technical Services Librarian	$22,400	$18,550	$27,567	217
253.0	Public Services Librarian	$22,500	$18,480	$27,450	116
254.0	Reference Librarian	$21,400	$18,454	$25,650	224
255.0	Data Base Administrator	$26,249	$18,500	$30,510	25
256.0	Systems Analyst I (highest level)	$27,000	$23,750	$32,500	56
257.0	Systems Analyst II (lowest level)	$22,000	$18,190	$25,550	40
258.0	Programmer Analyst I (highest level)	$23,000	$20,140	$28,210	99
259.0	Programmer Analyst II (lowest level)	$18,900	$16,500	$21,600	95
260.0	Director, Sports Information	$18,153	$16,000	$23,300	119
261.0	Head Coach, Football	$31,388	$26,696	$36,364	120
262.0	Head Coach, Basketball (Men)	$30,100	$24,960	$35,002	186
263.0	Head Coach, Basketball (Women)	$24,200	$19,636	$29,174	142
264.0	Head Coach, Baseball	$26,784	$18,500	$33,840	94
265.0	Head Coach, Tennis (Men)	$23,500	$14,667	$34,389	30
266.0	Head Coach, Tennis (Women)	$27,331	$21,689	$28,931	25
267.0	Head Coach, Soccer (Men)	$24,200	$18,600	$31,350	58
268.0	Head Coach, Soccer (Women)	$25,964	$18,000	$33,333	11

Table 64
PUBLIC 4-YEAR COLLEGES (SECONDARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 101.

POS	TITLE	MED	Q1	Q3	N
201.0	Assistant to the President/Single Institution	$39,960	$34,875	$46,500	46
202.0	Associate Director, Personnel/Human Resources	$26,275	$25,000	$32,267	17
203.0	Manager, Payroll	$21,408	$18,555	$26,078	38
204.0	Manager, Benefits	$23,832	$17,330	$29,823	11
207.0	Manager, Employment	$25,888	$22,000	$28,591	9
208.0	Manager, Wage and Salary/Manager, Compensation	$21,500	$20,940	$27,120	5
212.0	Associate Budget Director	$26,184	$18,960	$30,000	8
214.0	Associate Director, Computer Center	$34,875	$26,160	$37,752	16
215.0	Associate Director, Computer Center Operations/Academic	$29,947	$29,266	$36,876	6
216.0	Associate Director, Computer Center Operations/Administrative	$24,192	$22,925	$35,556	5
218.0	Associate Director, Physical Plant/Facilities Management	$27,250	$22,890	$32,821	30
219.0	Manager, Landscape and Grounds	$21,630	$19,366	$26,753	36
220.0	Manager, Building Maintenance Trades	$26,998	$24,380	$30,305	29
221.0	Manager, Technical Trades	$25,769	$24,746	$28,768	9
222.0	Manager, Custodial Services	$21,700	$19,237	$25,658	41
223.0	Manager, Power Plant	$25,713	$19,668	$31,714	12
224.0	Director, Telecommunications	$27,465	$20,856	$34,055	8
225.0	Associate Director, Purchasing	$19,418	$17,676	$25,140	8
227.0	Associate Registrar	$26,260	$23,016	$32,229	14
228.0	Assistant Registrar	$20,000	$17,784	$25,332	30
229.0	Associate Director, Student Housing	$24,200	$21,110	$26,500	11
230.0	Housing Officer/Administrative Operations	$22,320	$19,937	$28,200	6
231.0	Housing Officer/Residence Life	$24,046	$18,312	$27,951	12
233.0	Associate Director, Student Union	$24,499	$20,580	$26,658	11
235.0	Associate Director, Admissions	$25,000	$22,490	$30,026	29
236.0	Assistant Director, Admissions	$23,800	$22,548	$26,496	34
237.0	Associate Director, Institutional Research	$28,860	$28,133	$29,670	5
238.0	Director, Conferences	$21,069	$17,280	$29,700	12
239.0	Director, Annual Giving	$26,607	$21,000	$32,550	7
240.0	Director, Corporate/Foundation Relations	$27,000	$25,017	$29,484	6
244.0	Associate Director, Bookstore	$20,900	$19,482	$30,000	5
245.0	Associate Director, Student Counseling	$23,500	$20,000	$27,899	6
246.0	Associate Director, Student Financial Aid	$22,100	$18,726	$26,172	29
250.0	Circulation Librarian	$21,336	$19,008	$24,180	39
251.0	Acquisitions Librarian	$24,306	$20,160	$30,985	42
252.0	Technical Services Librarian	$24,822	$21,590	$31,909	50
253.0	Public Services Librarian	$24,400	$21,900	$29,232	30
254.0	Reference Librarian	$24,334	$20,880	$28,274	54
255.0	Data Base Administrator	$28,370	$20,042	$36,300	7
256.0	Systems Analyst I (highest level)	$29,342	$24,972	$33,000	25
257.0	Systems Analyst II (lowest level)	$22,632	$20,616	$27,276	18
258.0	Programmer Analyst I (highest level)	$25,525	$22,000	$31,011	28
259.0	Programmer Analyst II (lowest level)	$21,010	$18,025	$23,850	33
260.0	Director, Sports Information	$20,849	$17,240	$25,943	36
261.0	Head Coach, Football	$34,000	$28,500	$40,280	39
262.0	Head Coach, Basketball (Men)	$31,500	$27,908	$36,666	54
263.0	Head Coach, Basketball (Women)	$27,733	$24,000	$31,357	46
264.0	Head Coach, Baseball	$33,394	$29,314	$36,121	25
265.0	Head Coach, Tennis (Men)	$34,389	$26,992	$46,456	8
266.0	Head Coach, Tennis (Women)	$28,104	$27,331	$31,864	6
267.0	Head Coach, Soccer (Men)	$26,609	$22,506	$33,213	10

Table 65
PRIVATE 4-YEAR COLLEGES (SECONDARY)

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 367.

POS	TITLE	MED	Q1	Q3	N
201.0	Assistant to the President/Single Institution	$29,350	$21,828	$35,157	144
202.0	Associate Director, Personnel/Human Resources	$20,330	$18,200	$25,000	24
203.0	Manager, Payroll	$16,633	$14,727	$19,800	92
204.0	Manager, Benefits	$17,600	$16,700	$20,350	21
207.0	Manager, Employment	$20,850	$16,667	$25,000	10
208.0	Manager, Wage and Salary/Manager, Compensation	$17,500	$15,698	$28,000	7
212.0	Associate Budget Director	$24,564	$19,200	$30,000	11
214.0	Associate Director, Computer Center	$20,000	$17,210	$26,025	40
215.0	Associate Director, Computer Center Operations/Academic	$27,000	$20,500	$34,500	26
216.0	Associate Director, Computer Center Operations/Administrative	$28,176	$17,400	$36,000	35
217.0	Associate Bursar	$15,900	$14,000	$20,070	19
218.0	Associate Director, Physical Plant/Facilities Management	$23,666	$19,700	$29,484	95
219.0	Manager, Landscape and Grounds	$21,047	$17,850	$24,500	101
220.0	Manager, Building Maintenance Trades	$24,500	$20,700	$28,974	80
221.0	Manager, Technical Trades	$25,305	$23,081	$29,500	23
222.0	Manager, Custodial Services	$19,745	$16,500	$24,000	137
223.0	Manager, Power Plant	$28,065	$23,100	$31,200	33
224.0	Director, Telecommunications	$21,640	$16,960	$32,618	14
225.0	Associate Director, Purchasing	$19,300	$15,800	$25,000	15
226.0	Associate Director, Food Services	$21,000	$16,450	$29,489	39
227.0	Associate Registrar	$18,990	$16,101	$22,254	52
228.0	Assistant Registrar	$17,400	$14,280	$19,700	106
229.0	Associate Director, Student Housing	$16,700	$14,500	$20,000	35
230.0	Housing Officer/Administrative Operations	$18,409	$14,000	$23,000	8
231.0	Housing Officer/Residence Life	$15,955	$13,320	$19,000	52
233.0	Associate Director, Student Union	$16,925	$15,000	$21,422	14
235.0	Associate Director, Admissions	$22,000	$18,327	$25,820	179
236.0	Assistant Director, Admissions	$17,500	$15,250	$20,000	172
237.0	Associate Director, Institutional Research	$18,570	$15,186	$20,000	8
238.0	Director, Conferences	$23,000	$18,000	$26,500	41
239.0	Director, Annual Giving	$25,450	$21,012	$30,000	129
240.0	Director, Corporate/Foundation Relations	$28,263	$22,470	$34,000	74
241.0	Coordinator, Resource Development	$21,200	$17,500	$25,000	33
242.0	Director, Estate Planning	$27,550	$24,080	$35,000	37
243.0	Associate Director, Publications	$18,000	$15,000	$21,500	31
244.0	Associate Director, Bookstore	$15,148	$12,700	$17,173	23
245.0	Associate Director, Student Counseling	$20,884	$18,000	$26,542	35
246.0	Associate Director, Student Financial Aid	$18,500	$16,433	$21,050	115
250.0	Circulation Librarian	$18,000	$13,584	$23,000	111
251.0	Acquisitions Librarian	$19,800	$16,000	$24,615	197
252.0	Technical Services Librarian	$21,657	$18,000	$26,100	166
253.0	Public Services Librarian	$22,000	$17,840	$26,809	85
254.0	Reference Librarian	$20,790	$18,125	$24,300	169
255.0	Data Base Administrator	$25,200	$18,345	$30,300	18
256.0	Systems Analyst I (highest level)	$25,300	$23,460	$32,500	30
257.0	Systems Analyst II (lowest level)	$20,750	$18,000	$23,500	22
258.0	Programmer Analyst I (highest level)	$22,882	$19,400	$26,540	71
259.0	Programmer Analyst II (lowest level)	$18,200	$16,000	$19,700	61
260.0	Director, Sports Information	$17,500	$15,274	$20,090	93
261.0	Head Coach, Football	$30,000	$24,292	$35,100	81
262.0	Head Coach, Basketball (Men)	$29,350	$23,504	$34,000	132
263.0	Head Coach, Basketball (Women)	$22,680	$17,654	$25,333	96
264.0	Head Coach, Baseball	$22,667	$17,550	$30,919	69
265.0	Head Coach, Tennis (Men)	$22,000	$12,800	$24,695	22
266.0	Head Coach, Tennis (Women)	$24,331	$20,576	$28,900	19
267.0	Head Coach, Soccer (Men)	$24,000	$18,000	$30,667	48
268.0	Head Coach, Soccer (Women)	$25,964	$18,000	$33,333	11

Table 66
PUBLIC 2-YEAR COLLEGES (SECONDARY)

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1985/86 BUDGET RANGE:** Not specified. **CASES SELECTED:** 314.

POS	TITLE	MED	Q1	Q3	N
200.0	Assistant to the President of a System/District/Multi-Campus	$35,730	$29,770	$43,307	23
201.0	Assistant to the President/Single Institution	$32,591	$26,000	$37,455	97
202.0	Associate Director, Personnel/Human Resources	$27,305	$24,648	$33,728	34
203.0	Manager, Payroll	$20,900	$16,987	$27,122	55
204.0	Manager, Benefits	$24,707	$19,116	$27,705	20
205.0	Manager, Training and Development	$33,009	$27,292	$36,902	14
206.0	Manager, Employee Relations	$32,059	$25,320	$34,178	8
207.0	Manager, Employment	$25,049	$20,900	$30,288	24
208.0	Manager, Wage and Salary/Manager, Compensation	$26,002	$21,086	$35,829	15
209.0	Manager, Personnel Information Systems	$24,860	$19,641	$31,605	11
212.0	Associate Budget Director	$29,919	$25,844	$35,000	22
214.0	Associate Director, Computer Center	$33,867	$23,708	$40,865	31
215.0	Associate Director, Computer Center Operations/Academic	$33,239	$30,956	$34,632	8
216.0	Associate Director, Computer Center Operations/Administrative	$28,314	$23,110	$38,297	11
217.0	Associate Bursar	$19,938	$15,600	$27,476	8
218.0	Associate Director, Physical Plant/Facilities Management	$30,298	$24,204	$36,516	68
219.0	Manager, Landscape and Grounds	$21,687	$18,912	$26,448	53
220.0	Manager, Building Maintenance Trades	$24,598	$20,982	$27,134	44
221.0	Manager, Technical Trades	$24,316	$23,023	$30,254	16
222.0	Manager, Custodial Services	$21,541	$18,540	$24,774	60
223.0	Manager, Power Plant	$26,190	$20,899	$29,956	13
224.0	Director, Telecommunications	$34,800	$25,920	$42,394	16
225.0	Associate Director, Purchasing	$23,430	$21,320	$29,206	20
226.0	Associate Director, Food Services	$24,500	$20,511	$25,998	5
227.0	Associate Registrar	$25,672	$21,945	$30,503	32
228.0	Assistant Registrar	$21,260	$17,820	$25,390	32
231.0	Housing Officer/Residence Life	$15,300	$14,689	$22,500	7
233.0	Associate Director, Student Union	$23,726	$23,464	$26,045	6
235.0	Associate Director, Admissions	$22,179	$15,954	$30,795	29
236.0	Assistant Director, Admissions	$23,290	$20,440	$26,537	37
237.0	Associate Director, Institutional Research	$30,631	$25,536	$35,730	9
238.0	Director, Conferences	$22,200	$19,500	$25,857	7
240.0	Director, Corporate/Foundation Relations	$30,878	$30,000	$34,070	6
241.0	Coordinator, Resource Development	$25,000	$23,500	$32,951	6
243.0	Associate Director, Publications	$22,738	$20,703	$26,040	10
244.0	Associate Director, Bookstore	$18,200	$16,258	$22,543	16
245.0	Associate Director, Student Counseling	$27,184	$22,000	$32,103	10
246.0	Associate Director, Student Financial Aid	$23,631	$19,085	$28,650	61
249.0	Director, Governmental/Legislative Relations	$41,800	$40,400	$49,363	6
250.0	Circulation Librarian	$24,700	$18,141	$29,529	40
251.0	Acquisitions Librarian	$25,842	$20,200	$35,227	38
252.0	Technical Services Librarian	$27,660	$21,673	$33,654	73
253.0	Public Services Librarian	$28,073	$23,671	$33,212	41
254.0	Reference Librarian	$28,410	$23,424	$35,418	66
255.0	Data Base Administrator	$32,550	$25,486	$39,023	15
256.0	Systems Analyst I (highest level)	$31,059	$27,433	$34,146	44
257.0	Systems Analyst II (lowest level)	$24,849	$22,962	$30,600	19
258.0	Programmer Analyst I (highest level)	$27,036	$23,416	$30,444	79
259.0	Programmer Analyst II (lowest level)	$20,641	$19,000	$23,883	70
261.0	Head Coach, Football	$31,772	$26,028	$35,001	26
262.0	Head Coach, Basketball (Men)	$28,800	$25,333	$34,946	60
263.0	Head Coach, Basketball (Women)	$28,255	$24,000	$31,822	42
264.0	Head Coach, Baseball	$27,847	$23,000	$34,972	30
265.0	Head Coach, Tennis (Men)	$26,878	$12,000	$36,800	12
266.0	Head Coach, Tennis (Women)	$26,878	$12,000	$43,987	6

APPENDIX B

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Abilene Christian University	003537	Univ	Pri-Rel		TX
Adams State College	001345	4-yr	Public		CO
Adrian College	002234	4-yr	Pri-Rel		MI
Agnes Scott College	001542	4-yr	Pri-Ind		GA
Aims Community College	007582	2-yr	Public		CO
Alamo Community College, System Office	003607	2-yr	Public	Office	TX
Albany College of Pharmacy	002885	Other	Pri-Ind		NY
Albany Junior College	001543	2-yr	Public	Campus	GA
Albany State College	001544	4-yr	Public		GA
Albertus Magnus College	001374	4-yr	Pri-Rel		CT
Alcorn State University	002396	Univ	Public		MS
Alfred University	002668	Univ	Pri-Ind		NY
Alice Lloyd College	001951	4-yr	Pri-Ind		KY
Allegany Community College	002057	2-yr	Public		MD
Allegheny College	003230	4-yr	Pri-Ind		PA
Allentown College of Saint Francis de Sales	003986	4-yr	Pri-Rel		PA
Alma College	002236	4-yr	Pri-Ind		MI
Alpena Community College	002237	2-yr	Public		MI
Alverno College	003832	4-yr	Pri-Ind		WI
Alvin Community College	003539	2-yr	Public		TX
Amarillo College	003540	2-yr	Public		TX
Ambassador College	990080	4-yr	Pri-Rel		CA
American Academy of Dramatic Arts	007465	2-yr	Pri-Ind		NY
American College	029018	Other	Pri-Ind	Campus	PA
American Graduate School of International Management	001070	Other	Pri-Ind		AZ
American University	001434	Univ	Pri-Ind		DC
Amherst College	002115	4-yr	Pri-Ind		MA
Anchorage Community College	001064	2-yr	Public	Campus	AK
Andover Newton Theological School	002116	Theol	Pri-Ind		MA
Angelo State University	003541	Univ	Public		TX
Anna Maria College	002117	4-yr	Pri-Ind		MA
Anne Arundel Community College	002058	2-yr	Public		MD
Anson Technical College	007985	Tech	Public	Campus	NC
Antillian College	005019	4-yr	Pri-Rel	Main	PR
Appalachian State University	002906	Univ	Public	Campus	NC
Aquinas College	002239	4-yr	Pri-Ind		MI
Arizona Board of Regents	990096	Other	Public		AZ
Arizona College of the Bible	029142	4-yr	Pri-Ind		AZ
Arizona State University	001081	Univ	Public		AZ
Arizona Western College	001071	2-yr	Public		AZ
Arkansas State University	001090	Univ	Public	Main	AR
Arkansas State University, Beebe	001091	2-yr	Public	Campus	AR
Arkansas Tech University	001089	Univ	Public		AR
Armstrong State College	001546	4-yr	Public	Campus	GA
Ashland College	003012	4-yr	Pri-Rel		OH
Association of University Programs in Health Administration	990092	Other	Pri-Ind		VA
Assumption College	002118	4-yr	Pri-Rel		MA
Athens State College	001008	2-yr	Public		AL
Atlantic Christian College	002908	4-yr	Pri-Rel		NC
Atlantic Community College	002596	2-yr	Public		NJ
Auburn University	001009	Univ	Public	Main	AL
Auburn University, Montgomery	008310	Univ	Public	Campus	AL
Augusta College	001552	4-yr	Public		GA
Augustana College	001633	4-yr	Pri-Rel		IL
Augustana College	003458	4-yr	Pri-Rel		SD
Aurora University	001634	Univ	Pri-Ind		IL
Austin College	003543	4-yr	Pri-Rel		TX
Austin Peay State University	003478	Univ	Public	Campus	TN
Austin Presbyterian Theological Seminary	003544	Theol	Pri-Rel		TX
Averett College	003702	4-yr	Pri-Rel		VA
Avila College	002449	4-yr	Pri-Rel		MO
Azusa Pacific University	001117	Univ	Pri-Rel		CA
Babson College	002121	4-yr	Pri-Ind		MA
Bacone College	003147	2-yr	Pri-Rel		OK
Baker University	001903	4-yr	Pri-Rel		KS
Ball State University	001786	Univ	Public		IN
Baptist College at Charleston	003419	4-yr	Pri-Rel		SC
Bard College	002671	4-yr	Pri-Ind		NY
Barnard College	002708	4-yr	Pri-Ind		NY
Barry University	001466	Univ	Pri-Ind		FL
Bay Path Junior College	002122	2-yr	Pri-Ind		MA
Bay de Noc Community College	002240	2-yr	Public		MI
Bayamon Technological University College	010975	4-yr	Public	Campus	PR
Baylor College of Dentistry	004948	Med	Pri-Ind		TX
Baylor College of Medicine	004949	Med	Pri-Ind		TX
Beckley College	003807	2-yr	Pri-Ind		WV
Bellarmine College	001954	4-yr	Pri-Ind		KY
Bellevue Community College	003769	2-yr	Public		WA
Bentley College	002124	4-yr	Pri-Ind		MA
Berklee College of Music	002126	4-yr	Pri-Ind		MA
Berkshire Community College	002167	2-yr	Public		MA
Berry College	001554	4-yr	Pri-Ind		GA
Bethany College	003808	4-yr	Pri-Ind		WV
Bethany College, Kansas	001904	4-yr	Pri-Rel		KS
Bethany Lutheran College	002337	2-yr	Pri-Rel		MN
Bethel College	001905	4-yr	Pri-Rel		KS
Bethel College	009058	4-yr	Pri-Rel		MN
Bethune-Cookman College	001467	4-yr	Pri-Rel		FL
Biola University	001122	Univ	Pri-Rel		CA
Birmingham-Southern College	001012	4-yr	Pri-Rel		AL
Bishop College	003548	4-yr	Pri-Rel		TX
Bismarck Junior College	002988	2-yr	Public		ND

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Black Hawk College, Quad-Cities	001638	2-yr	Public	Main	IL
Black Hills State College	003459	4-yr	Public	Campus	SD
Blackfeet Community College	029194	2-yr	Pri-Ind		MT
Blinn College	003549	2-yr	Public		TX
Bloomfield College	002597	4-yr	Pri-Ind		NJ
Bloomsburg University of Pennsylvania	003315	Univ	Public	Campus	PA
Bluefield State College	003809	4-yr	Public		WV
Board of Trustees-State Universities and Colleges	990001	Other	Public		MD
Bossier Parish Community College	012033	2-yr	Public		LA
Boston College	002128	Univ	Pri-Ind		MA
Boston University	002130	Univ	Pri-Ind		MA
Bowdoin College	002038	4-yr	Pri-Ind		ME
Bowling Green State University	003018	Univ	Public		OH
Bradley University	001641	Univ	Pri-Ind		IL
Brandeis University	002133	Univ	Pri-Ind		MA
Brewton-Parker College	001557	2-yr	Pri-Rel		GA
Briar Cliff College	001846	4-yr	Pri-Ind		IA
Bridgewater College	003704	4-yr	Pri-Rel		VA
Bristol Community College	002176	2-yr	Public	Campus	MA
Brookdale Community College	008404	2-yr	Public		NJ
Broward Community College	001500	2-yr	Public		FL
Brunswick Junior College	011558	2-yr	Public		GA
Bryant College	003402	4-yr	Pri-Ind		RI
Bryn Mawr College	003237	4-yr	Pri-Ind		PA
Bucks County Community College	003239	2-yr	Public		PA
Butler County Community College	001906	2-yr	Public		KS
Butler University	001788	Univ	Pri-Ind		IN
CBN University	029353	Other	Pri-Rel		VA
Cabrini College	003241	4-yr	Pri-Rel		PA
California Institute of Integral Studies	012154	Other	Pri-Ind		CA
California Institute of the Arts	001132	4-yr	Pri-Ind		CA
California Polytechnic State University, San Luis Obispo	001143	Univ	Public	Campus	CA
California State College, Bakersfield	007993	4-yr	Public	Campus	CA
California State College, Stanislaus	001157	Univ	Public	Campus	CA
California State Polytechnic University, Pomona	001144	Univ	Public	Campus	CA
California State University, Dominguez Hills	001141	Univ	Public	Campus	CA
California State University, Fresno	001147	Univ	Public	Campus	CA
California State University, Hayward	001138	Univ	Public	Campus	CA
California State University, Long Beach	001139	Univ	Public	Campus	CA
California State University, Los Angeles	001140	Univ	Public	Campus	CA
California State University, Northridge	001153	Univ	Public	Campus	CA
California State University, San Bernardino	001142	Univ	Public	Campus	CA
California State University, System Office	001136	Univ	Public	Office	CA
California University of Pennsylvania	003316	Univ	Public	Campus	PA
Calumet College	001834	4-yr	Pri-Rel		IN
Calvin College	002241	4-yr	Pri-Rel		MI
Cameron University	003150	Univ	Public		OK
Canisius College	002681	4-yr	Pri-Ind		NY
Cape Cod Community College	002168	2-yr	Public		MA
Capitol Institute of Technology	001436	4-yr	Pri-Ind		MD
Caribbean Center for Advanced Studies	029063	Other	Pri-Ind	Main	PR
Carleton College	002340	4-yr	Pri-Ind		MN
Carlow College	003303	Other	Pri-Rel		PA
Carroll College	003838	4-yr	Pri-Ind		WI
Carthage College	003839	4-yr	Pri-Rel		WI
Case Western Reserve University	003024	Univ	Pri-Ind		OH
Casper College	003928	2-yr	Public		WY
Castleton State College	003683	4-yr	Public	Campus	VT
Catawba College	002914	4-yr	Pri-Rel		NC
Catholic University of America	001437	Univ	Pri-Ind		DC
Catholic University of Puerto Rico	003936	4-yr	Pri-Rel	Office	PR
Catonsville Community College	002063	2-yr	Public		MD
Cayey University College	007206	4-yr	Public		PR
Cayuga County Community College	002861	2-yr	Public		NY
Cecil Community College	008308	2-yr	Public		MD
Cecils Junior College	010264	2-yr	Pri-Ind		NC
Cedar Crest College	003243	4-yr	Pri-Ind		PA
Cedarville College	003025	4-yr	Pri-Rel		OH
Central Community College	029008	2-yr	Public	Office	NE
Central Connecticut State University	001378	Univ	Public	Campus	CT
Central Florida Community College	001471	2-yr	Public		FL
Central Michigan University	002243	Univ	Public		MI
Central Missouri State University	002454	Univ	Public		MO
Central State University	003152	Univ	Public		OH
Central Virginia Community College	004988	2-yr	Public	Campus	VA
Central Washington University	003771	Univ	Public		WA
Central Wesleyan College	003422	4-yr	Pri-Rel		SC
Central Wyoming College	007289	2-yr	Public		WY
Centralia College	003772	2-yr	Public	Office	WA
Chaminade University of Honolulu	001605	Univ	Pri-Rel	Main	HI
Champlain College	003684	2-yr	Pri-Ind		VT
Chapman College	001164	4-yr	Pri-Ind		CA
Chatham College	003556	4-yr	Pri-Ind		PA
Chattanooga State Technical Community College	003998	2-yr	Public	Campus	TN
Cheyney University of Pennsylvania	003317	Univ	Public		PA
Chicago State University	001694	Univ	Public	Campus	IL
Chicago Theological Seminary	001661	Theol	Pri-Rel		IL
Christian Brothers College	003482	4-yr	Pri-Rel		TN
Christopher Newport College	003706	4-yr	Public		VA
Church Divinity School of the Pacific	001165	Theol	Pri-Rel		CA
Cincinnati Technical College	010345	Tech	Public		OH
Circleville Bible College	003030	4-yr	Pri-Rel		OH

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Cisco Junior College	003553	2-yr	Public		TX
Citadel, The Military College of South Carolina	003423	4-yr	Public		SC
City Colleges of Chicago, Daley College	001649	2-yr	Public	Campus	IL
City Colleges of Chicago, Kennedy-King College	001654	2-yr	Public	Campus	IL
City Colleges of Chicago, Malcolm X College	001650	2-yr	Public	Campus	IL
City Colleges of Chicago, Olive-Harvey College	009767	2-yr	Public	Campus	IL
City Colleges of Chicago, System Office	001647	2-yr	Public	Office	IL
City Colleges of Chicago, Wright College	001655	2-yr	Public	Campus	IL
Claremont University Center/Claremont Graduate School	001169	Other	Pri-Ind	Campus	CA
Clarendon College	003554	2-yr	Public		TX
Clarion University of Pennsylvania	003319	Univ	Public	Campus	PA
Clark College	003773	2-yr	Public		WA
Clark County Community College	010362	2-yr	Public		NV
Clark Technical College	004852	2-yr	Public		OH
Clark University	002139	Univ	Pri-Ind		MA
Clarke College	001852	4-yr	Pri-Rel		IA
Clarkson University	002699	Univ	Pri-Ind		NY
Clatsop Community College	003189	2-yr	Public		OR
Clayton Junior College	008976	2-yr	Public		GA
Clemson University	003425	Univ	Public		SC
Cleveland Institute of Music	003031	Other	Pri-Ind		OH
Cleveland State Community College	003999	2-yr	Public		TN
Cleveland State University	003032	Univ	Public		OH
Clinton Community College	006787	2-yr	Public		NY
Cochise College	001072	2-yr	Public	Office	AZ
Coffeyville Community College	001910	2-yr	Public		KS
Cogswell Polytechnical College	001177	4-yr	Pri-Ind	Main	CA
Colby College	002039	4-yr	Pri-Ind		ME
Colgate University	002701	4-yr	Pri-Ind		NY
College of Eastern Utah	003676	2-yr	Public	Campus	UT
College of Ganado	010878	2-yr	Pri-Ind		AZ
College of Great Falls	002527	4-yr	Pri-Rel		MT
College of Lake County	007694	2-yr	Public		IL
College of Mount Saint Joseph	003033	4-yr	Pri-Rel		OH
College of Mount Saint Vincent	002703	4-yr	Pri-Ind		NY
College of New Rochelle	002704	4-yr	Pri-Ind		NY
College of Notre Dame	001179	4-yr	Pri-Ind		CA
College of Osteopathic Medicine of the Pacific	029133	Med	Pri-Ind		CA
College of Saint Benedict	002341	4-yr	Pri-Rel		MN
College of Saint Catherine	002342	4-yr	Pri-Rel		MN
College of Saint Joseph	003685	4-yr	Pri-Rel		VT
College of Saint Mary	002540	4-yr	Pri-Ind		NE
College of Saint Rose	002705	Other	Pri-Ind		NY
College of Saint Teresa	002344	4-yr	Pri-Rel		MN
College of Santa Fe	002649	4-yr	Pri-Ind		NM
College of Southern Idaho	001619	2-yr	Public		ID
College of William and Mary	003705	Univ	Public		VA
College of Wooster	003037	4-yr	Pri-Ind		OH
College of the Holy Cross	002141	4-yr	Pri-Rel		MA
College of the Mainland	007096	2-yr	Public		TX
College of the Siskiyous	001187	2-yr	Public		CA
Colorado School of Mines	001348	Univ	Public		CO
Colorado State University	001350	Univ	Public		CO
Columbia Basin Community College	003774	2-yr	Public		WA
Columbia Bible College	003429	4-yr	Pri-Ind		SC
Columbia College	002456	4-yr	Pri-Rel		MO
Columbia College	003430	4-yr	Pri-Rel		SC
Columbia Greene Community College	006789	2-yr	Public	Campus	NY
Columbia Theological Seminary	001560	Theol	Pri-Rel		GA
Columbia University	002707	Univ	Pri-Ind	Main	NY
Columbia University, Teachers College	003979	Univ	Pri-Ind		NY
Columbus College	001561	4-yr	Public		GA
Columbus Technical Institute	006867	Tech	Public		OH
Community College of Allegheny County	004051	2-yr	Public	Campus	PA
Community College of Allegheny County, Boyce	004052	2-yr	Public	Campus	PA
Community College of Allegheny County, South	007184	2-yr	Public	Campus	PA
Community College of Allegheny County, System Office	003231	2-yr	Public	Office	PA
Community College of Baltimore	002061	2-yr	Public		MD
Community College of Beaver County	006807	2-yr	Public		PA
Community College of Micronesia	010343	2-yr	Public	Campus	TT
Community College of Rhode Island	003408	2-yr	Public	Main	RI
Community College of the Finger Lakes	007532	2-yr	Public		NY
Concord College	003810	4-yr	Public		WV
Concordia College	002247	4-yr	Pri-Rel		MI
Concordia College	002346	4-yr	Pri-Rel		MN
Concordia College	002709	4-yr	Pri-Rel		NY
Concordia College, Wisconsin	003842	4-yr	Pri-Rel	Campus	WI
Connecticut College	001379	4-yr	Pri-Ind		CT
Connors State College	003153	2-yr	Public		OH
Converse College	003431	4-yr	Pri-Ind		SC
Cornell College	001856	4-yr	Pri-Rel		IA
Cornell University	002711	Univ	Pri-Ind	Main	NY
Cornell University Medical College	004762	Med	Pri-Ind	Campus	NY
Corning Community College	002863	2-yr	Public	Campus	NY
County College of Morris	007729	2-yr	Public		NJ
Covenant College	003484	4-yr	Pri-Rel		TN
Cowley County Community College	001902	2-yr	Public		KS
Creighton University	002542	Univ	Pri-Rel		NE
Crouder College	002459	2-yr	Public		MO
Cumberland College	001962	4-yr	Pri-Rel		KY
Cuyahoga Community College	008797	2-yr	Public		OH
D'youville College	002712	4-yr	Pri-Ind		NY

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Dabney S. Lancaster Community College	004996	2-yr	Public		VA
Dakota State College	003463	4-yr	Public		SD
Dakota Wesleyan University	003461	4-yr	Pri-Rel		SD
Dallas County Community College District, System Office	003561	2-yr	Public	Office	TX
Dalton Junior College	003956	2-yr	Public	Campus	GA
Dartmouth College	002573	4-yr	Pri-Ind		NH
Davidson County Community College	002919	2-yr	Public		NC
DePaul University	001671	Univ	Pri-Ind		IL
DePauw University	001792	Univ	Pri-Rel		IN
Defiance College	003041	4-yr	Pri-Rel		OH
Del Mar College	003563	2-yr	Public		TX
Delaware State College	001428	4-yr	Public		DE
Delaware Technical and Community College, Southern	007053	2-yr	Public	Campus	DE
Delaware Technical and Community College, Stanton/Wilmington	011387	2-yr	Public	Campus	DE
Delaware Technical and Community College, System Office	008074	2-yr	Public	Office	DE
Delaware Technical and Community College, Terry	011727	2-yr	Public	Campus	DE
Delta College	002251	Other	Public		MI
Delta State University	002403	Univ	Public		MS
Denmark Technical College	005363	2-yr	Public		SC
Des Moines Area Community College	008735	2-yr	Public		IA
Devry Institute of Technology	008322	Other	Pri-Ind	Campus	AZ
Dickinson College	003253	4-yr	Pri-Ind		PA
Doane College	002544	4-yr	Pri-Rel		NE
Dominican College of Blauvelt	002713	4-yr	Pri-Ind		NY
Dordt College	001859	4-yr	Pri-Ind		IA
Drake University	001860	4-yr	Pri-Ind		IA
Drew University	002603	Univ	Pri-Ind		NJ
Drury College	002461	4-yr	Pri-Ind		MO
Duke University	002920	Univ	Pri-Ind		NC
Dundalk Community College	009935	2-yr	Public		MD
Dutchess Community College	002864	2-yr	Public	Campus	NY
Earlham College	001793	4-yr	Pri-Rel		IN
East Carolina University	002923	Univ	Public	Campus	NC
East Central College	008862	2-yr	Public		MO
East Central Oklahoma State University	003154	Univ	Public		OK
East Mississippi Junior College	002405	2-yr	Public	Main	MS
East Stroudsburg University	003320	4-yr	Public	Campus	PA
East Tennessee State University	003487	Univ	Public	Campus	TN
East Texas State University	003565	Univ	Public	Main	TX
Eastern Connecticut State University	001425	Univ	Public	Campus	CT
Eastern Illinois University	001674	4-yr	Public		IL
Eastern Kentucky University	001963	Univ	Public		KY
Eastern Mennonite College and Seminary	003708	4-yr	Pri-Ind		VA
Eastern Michigan University	002259	Univ	Public		MI
Eastern Montana College	002530	4-yr	Public	Campus	MT
Eastern New Mexico University	002651	Univ	Public	Main	NM
Eastern Washington University	003775	4-yr	Public		WA
Eastern Wyoming College	003929	2-yr	Public		WY
Eckerd College	001487	4-yr	Pri-Rel		FL
Edgewood College	003848	4-yr	Pri-Rel		WI
Edinboro University of Pennsylvania	003321	Univ	Public		PA
Edison State Community College	012270	2-yr	Public		OH
Edmonds Community College	005001	2-yr	Public		WA
El Camino Community College	001197	2-yr	Public		CA
El Paso County Community College	010387	2-yr	Public		TX
Elizabeth City State University	002926	Univ	Public	Campus	NC
Elizabethtown Community College	029207	2-yr	Public	Campus	KY
Elmhurst College	001676	4-yr	Pri-Ind		IL
Elmira College	002718	4-yr	Pri-Ind		NY
Elms College	990094	4-yr	Pri-Ind		MA
Elon College	002927	4-yr	Pri-Ind		NC
Emanuel County Junior College	010997	2-yr	Public	Campus	GA
Emerson College	002146	4-yr	Pri-Ind		MA
Emmanuel School of Religion	012547	Theol	Pri-Rel		TN
Emory University	001564	Other	Pri-Ind		GA
Emory and Henry College	003709	4-yr	Pri-Rel		VA
Emporia State University	001927	Univ	Public		KS
Endicott College	002148	2-yr	Pri-Ind		MA
Episcopal Theological Seminary of the Southwest	003566	Theol	Pri-Rel		TX
Essex Community College	002070	2-yr	Public		MD
Eureka College	001678	4-yr	Pri-Ind		IL
Evangel College	002463	4-yr	Pri-Rel		MO
Evergreen State College	008155	Univ	Public		WA
Fairfield University	001385	Univ	Pri-Ind		CT
Fayetteville State University	002928	Univ	Public	Campus	NC
Felician College	001680	2-yr	Pri-Rel		IL
Felician College	002610	4-yr	Pri-Rel		NJ
Ferrum College	003711	4-yr	Pri-Rel		VA
Findlay College	003045	4-yr	Pri-Rel		OH
Fisk University	003490	Univ	Pri-Ind		TN
Fitchburg State College	002184	4-yr	Public		MA
Florida A & M University	001480	Univ	Public		FL
Florida Atlantic University	001481	Univ	Public	Campus	FL
Florida College	001482	2-yr	Pri-Ind		FL
Florida Institute of Technology	001469	Univ	Pri-Ind		FL
Florida International University	009635	Univ	Public		FL
Florida Keys Community College	001485	2-yr	Public		FL
Florida State University	001489	Univ	Public		FL
Foothill-DeAnza Community College, System Office	009020	2-yr	Public	Office	CA
Fordham University	002722	Univ	Pri-Ind		NY
Forsyth Technical College	005317	Tech	Public		NC
Fort Hays State University	001915	Univ	Public		KS

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Fort Lewis College	001353	4-yr	Public		CO
Fort Steilacoom Community College	005000	2-yr	Public		WA
Francis Marion College	009296	4-yr	Public		SC
Frank Phillips College	003568	2-yr	Public		TX
Franklin Pierce College	002575	4-yr	Pri-Ind		NH
Franklin University	003046	4-yr	Pri-Ind		OH
Franklin and Marshall College	003265	4-yr	Pri-Ind		PA
Frederick Community College	002071	2-yr	Public		MD
Friends World College	008125	4-yr	Pri-Ind		NY
Frostburg State College	002072	4-yr	Public		MD
Furman University	003434	Univ	Pri-Rel		SC
Gallaudet College	001443	4-yr	Public		DC
Galveston College	006662	2-yr	Public		TX
Gannon University	003266	Univ	Pri-Rel		PA
Garland County Community College	012105	2-yr	Public		AR
Garrett Community College	010014	2-yr	Public		MD
Garrett-Evangelical Theological Seminary	012303	Theol	Pri-Rel		IL
Gaston College	002973	2-yr	Public		NC
General Theological Seminary	002726	Theol	Pri-Rel		NY
Genesee Community College	006782	2-yr	Public		NY
George Corley Wallace State Community College	009980	2-yr	Public	Campus	AL
George Fox College	003194	4-yr	Pri-Rel		OR
George Mason University	003749	Univ	Public		VA
George Washington University	001444	Univ	Pri-Ind		DC
George Williams College	001683	4-yr	Pri-Ind		IL
Georgetown University	001445	Univ	Pri-Rel		DC
Georgia Institute of Technology	001569	Univ	Public		GA
Georgia Southern College	001572	4-yr	Public		GA
Georgia Southwestern College	001573	4-yr	Public	Campus	GA
Georgia State University	001574	Univ	Public		GA
Georgian Court College	002608	4-yr	Pri-Rel		NJ
Germanna Community College	008660	2-yr	Public	Campus	VA
Gettysburg College	003268	4-yr	Pri-Rel		PA
Glenville State College	003813	4-yr	Public		WV
Gloucester County College	006901	2-yr	Public		NJ
Goddard College	003686	4-yr	Pri-Ind		VT
Golden Gate University	001205	Univ	Pri-Ind	Main	CA
Gonzaga University	003778	Univ	Pri-Ind		WA
Gordon College	002153	4-yr	Pri-Ind		MA
Gordon-Conwell Theological Seminary	009747	Theol	Pri-Ind		MA
Goucher College	002073	4-yr	Pri-Ind		MD
Governors State University	009145	Univ	Public		IL
Grace College and Theological Seminary	001800	Other	Pri-Rel		IN
Graduate Theological Union	001207	Other	Pri-Ind		CA
Grand Rapids Junior College	002267	2-yr	Public		MI
Grand Valley State College	002268	4-yr	Public		MI
Grayson County College	003570	2-yr	Public		TX
Greater New Haven State Technical College	029170	Tech	Public	Campus	CT
Greensboro College	002930	4-yr	Pri-Rel		NC
Grinnell College	001868	4-yr	Pri-Ind		IA
Guilford College	002931	4-yr	Pri-Ind		NC
Guilford Technical Community College	004838	Other	Public	Office	NC
Gustavus Adolphus College	002353	4-yr	Pri-Rel		MN
Hahnemann University	003271	Univ	Pri-Ind		PA
Hamilton College	002728	4-yr	Pri-Ind		NY
Hamline University	002354	Univ	Pri-Rel		MN
Hampton University	003714	Univ	Pri-Ind		VA
Hannibal-LaGrange College	009089	4-yr	Pri-Rel		MO
Harcum Junior College	003272	2-yr	Pri-Ind		PA
Hardbarger Junior College of Business	004839	2-yr	Pri-Ind		NC
Hardin-Simmons University	003571	Univ	Pri-Rel		TX
Harford Community College	002075	2-yr	Public		MD
Harris-Stowe State College	002466	4-yr	Public		MO
Harrisburg Area Community College	003273	2-yr	Public		PA
Hartford College for Women	001386	2-yr	Pri-Ind		CT
Hartford Seminary	001387	Theol	Pri-Ind		CT
Hartwick College	002729	4-yr	Pri-Ind		NY
Haskell Indian Junior College	010438	2-yr	Public		KS
Haverford College	003274	4-yr	Pri-Ind		PA
Hellenic College-Holy Cross Greek Orthodox School of Theology	002154	4-yr	Pri-Rel		MA
Hendrix College	001099	4-yr	Pri-Rel		AR
Highland Community College	001921	2-yr	Public		KS
Hillsborough Community College	007870	2-yr	Public	Office	FL
Hinds Junior College	002407	2-yr	Public	Main	MS
Hobart and William Smith Colleges	002731	4-yr	Pri-Ind		NY
Hollins College	003715	4-yr	Pri-Ind		VA
Holy Family College	003275	4-yr	Pri-Rel		PA
Hood College	002076	4-yr	Pri-Ind		MD
Hope College	002273	4-yr	Pri-Rel		MI
Horry-Georgetown Technical College	004925	2-yr	Public		SC
Housatonic Community College	004513	2-yr	Public		CT
Houston Community College, System Office	010633	2-yr	Public	Office	TX
Howard Community College	008175	2-yr	Public		MD
Howard Payne University	003575	4-yr	Pri-Rel		TX
Hudson County Community College	012954	2-yr	Public		NJ
Humphreys College	001212	4-yr	Pri-Ind		CA
Huntington College	001803	4-yr	Pri-Rel		IN
Huron College	003464	4-yr	Pri-Ind		SD
Husson College	002043	4-yr	Pri-Ind		ME
Hutchinson Community College	001923	2-yr	Public		KS
Idaho State University	001620	Univ	Public		ID
Illinois Benedictine College	001767	4-yr	Pri-Rel		IL

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Illinois College	001688	4-yr	Pri-Ind		IL
Illinois College of Optometry	001689	4-yr	Pri-Ind		IL
Illinois Eastern Community Colleges, System Office	009135	2-yr	Public	Office	IL
Illinois Institute of Technology	001691	Univ	Pri-Ind		IL
Illinois State University	001692	Univ	Public		IL
Illinois Wesleyan University	001696	Univ	Pri-Rel		IL
Immaculata College	003276	4-yr	Pri-Ind		PA
Independence Community College	001924	2-yr	Public		KS
Indian Hills Community College	008736	2-yr	Public		IA
Indian River Community College	001493	2-yr	Public		FL
Indiana State University	009563	Univ	Public	Main	IN
Indiana State University, Evansville	001808	Univ	Public	Campus	IN
Indiana University of Pennsylvania	008810	Univ	Public	Campus	PA
Indiana University, Bloomington	001809	Univ	Public	Main	IN
Indiana University, East	001811	Univ	Public	Campus	IN
Indiana University, Northwest	001815	Univ	Public	Campus	IN
Indiana University, South Bend	001816	Univ	Public	Campus	IN
Indiana University, Southeast	001817	Univ	Public	Campus	IN
Indiana University, System Office	008002	Univ	Public	Office	IN
Indiana University-Purdue University, Fort Wayne	001812	Univ	Public	Campus	IN
Indiana University-Purdue University, Indianapolis	001813	Univ	Public	Campus	IN
Indiana Vocational Technical College, North Central	008423	Tech	Public	Campus	IN
Indiana Vocational Technical College, Northeast	009926	Tech	Public	Campus	IN
Indiana Vocational Technical College, System Office	009916	Tech	Public	Office	IN
Inver Hills Community College	990079	2-yr	Public		MN
Iona College	002737	4-yr	Pri-Ind		NY
Iowa Lakes Community College, System Office	001864	2-yr	Public	Office	IA
Iowa State University	001869	Univ	Public		IA
Iowa Valley Community College, System Office	990045	2-yr	Public	Office	IA
Iowa Wesleyan College	001871	4-yr	Pri-Rel		IA
Iowa Western Community College	008739	2-yr	Public		IA
Ithaca College	002739	4-yr	Pri-Ind		NY
J. Sargeant Reynolds Community College	003759	2-yr	Public	Campus	VA
Jackson Community College	002274	2-yr	Public		MI
Jackson State Community College	004937	2-yr	Public	Campus	TN
Jackson State University	002410	Univ	Public		MS
Jacksonville State University	001020	Univ	Public		AL
Jacksonville University	001495	Univ	Pri-Ind		FL
Jamestown Community College	002869	2-yr	Public		NY
Jarvis Christian College	003637	4-yr	Pri-Rel		TX
Jefferson Community College	002870	2-yr	Public		NY
John A. Logan College	008076	2-yr	Public		IL
John Carroll University	003050	Univ	Pri-Rel		OH
John F. Kennedy University	004484	Univ	Pri-Ind		CA
Johns Hopkins University	002077	Univ	Pri-Ind		MD
Johnson C. Smith University	002936	4-yr	Pri-Ind		NC
Johnson County Community College	008244	2-yr	Public		KS
Joliet Junior College	001699	2-yr	Public		IL
Jones County Junior College	002411	2-yr	Public		MS
Kalamazoo College	002275	4-yr	Pri-Ind		MI
Kansas City Art Institute	002473	4-yr	Pri-Ind		MO
Kansas State University	001928	Univ	Public		KS
Kansas Technical Institute	004611	Tech	Public		KS
Kearney State College	002551	4-yr	Public	Campus	NE
Keene State College	002590	4-yr	Public	Campus	NH
Kennebec Valley Vocational-Technical Institute	009826	Tech	Public	Campus	ME
Kennesaw College	001577	4-yr	Public		GA
Kent State University	003051	Univ	Public	Main	OH
Kentucky Wesleyan College	001969	4-yr	Pri-Rel		KY
Kenyon College	003065	4-yr	Pri-Ind		OH
Keuka College	002744	4-yr	Pri-Rel		NY
Keystone Junior College	003280	2-yr	Pri-Ind		PA
King's College	002745	4-yr	Pri-Ind		NY
King's College	003282	4-yr	Pri-Ind		PA
Kirkwood Community College	004076	2-yr	Public		IA
Kutztown University	003322	Univ	Public	Campus	PA
La Montana Regional College	666602	2-yr	Public	Campus	PR
La Roche College	003987	4-yr	Pri-Rel		PA
La Salle University	003287	Univ	Pri-Ind		PA
LaGrange College	001578	4-yr	Pri-Ind		GA
Labette Community College	001930	2-yr	Public		KS
Lafayette College	003284	4-yr	Pri-Ind		PA
Lake City Community College	001501	2-yr	Public		FL
Lake Forest College	001706	4-yr	Pri-Ind		IL
Lake Land College	007644	2-yr	Public		IL
Lake Region Community College	002991	2-yr	Public		ND
Lake Superior State College	002293	4-yr	Public		MI
Lakeland College	003854	4-yr	Pri-Ind		WI
Lamar Community College	001355	2-yr	Public		CO
Lamar University	003581	Univ	Public	Main	TX
Lambuth College	003498	4-yr	Pri-Rel		TN
Lander College	003435	4-yr	Public		SC
Langston University	003157	Univ	Public		OK
Laramie County Community College	009259	2-yr	Public		WY
Laredo State University	009651	Univ	Public	Campus	TX
Lasell Junior College	002158	2-yr	Pri-Ind		MA
Le Moyne College	002748	4-yr	Pri-Ind		NY
Lebanon Valley College	003288	4-yr	Pri-Rel		PA
Lee College	003500	4-yr	Pri-Rel		TN
Lee Community College	003583	2-yr	Public		TX
Lehigh University	003289	Univ	Pri-Ind		PA
Lenoir-Rhyne College	002941	4-yr	Pri-Rel		NC

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Lesley College	002160	4-yr	Pri-Ind		MA
Lewis University	001707	Univ	Pri-Rel		IL
Lewis and Clark College	003197	4-yr	Pri-Ind		OR
Lewis and Clark Community College	010020	2-yr	Public		IL
Lewis-Clark State College	001621	4-yr	Public		ID
Lexington Theological Seminary	001971	Theol	Pri-Rel		KY
Lima Technical College	010027	Tech	Public		OH
Limestone College	003436	4-yr	Pri-Ind		SC
Lincoln Christian College and Seminary	001708	4-yr	Pri-Rel		IL
Lincoln Memorial University	003502	4-yr	Pri-Ind		TN
Lincoln University	002479	Univ	Public		MO
Lindenwood College	002480	4-yr	Pri-Rel		MO
Linfield College	003198	4-yr	Pri-Rel	Main	OR
Linn-Benton Community College	006938	2-yr	Public	Main	OR
Livingston University	001024	Univ	Public		AL
Lock Haven University	003323	Univ	Public	Campus	PA
Loma Linda University	001218	Univ	Pri-Rel	Main	CA
Loma Linda University, La Sierra	990078	Univ	Pri-Rel	Campus	CA
Long Island University, System Office	002751	Univ	Pri-Ind	Office	NY
Longwood College	003719	4-yr	Public		VA
Lorain County Community College	003068	2-yr	Public		OH
Loras College	001873	4-yr	Pri-Rel		IA
Lord Fairfax Community College	008659	2-yr	Public	Campus	VA
Loretto Heights College	001356	4-yr	Pri-Ind		CO
Los Angeles College of Chiropractic	001229	Other	Pri-Ind		CA
Los Angeles Community College, System Office	001221	2-yr	Public	Office	CA
Los Rios Community College	001231	2-yr	Public	Office	CA
Louisiana College	002007	4-yr	Pri-Rel		LA
Louisiana State University, Agricultural and Mechanical College	002010	Univ	Public	Main	LA
Louisiana State University, Shreveport	002013	4-yr	Public	Campus	LA
Louisiana State University, System Office	002009	Univ	Public	Office	LA
Louisiana Technical University	002008	Univ	Public		LA
Loyola College	002078	4-yr	Pri-Rel		MD
Loyola Marymount University and Law School	011649	Univ	Pri-Ind		CA
Loyola University	002016	Univ	Pri-Rel		LA
Loyola University of Chicago	001710	Univ	Pri-Rel	Office	IL
Lubbock Christian College	003586	4-yr	Pri-Rel		TX
Lurleen B. Wallace State Junior College	008988	2-yr	Public		AL
Luther College	001874	4-yr	Pri-Rel		IA
Lycoming College	003293	4-yr	Pri-Rel		PA
Lynchburg College	003720	4-yr	Pri-Rel		VA
Lyndon State College	003689	4-yr	Public	Campus	VT
Macalester College	002358	4-yr	Pri-Ind		MN
Macomb Community College	008319	2-yr	Public		MI
Madonna College	002282	4-yr	Pri-Rel		MI
Maine Maritime Academy	002044	4-yr	Public		ME
Manatee Junior College	001504	2-yr	Public		FL
Manhattan College	002758	4-yr	Pri-Ind		NY
Manhattanville College	002760	4-yr	Pri-Ind		NY
Mankato State University	002360	Univ	Public	Campus	MN
Maple Woods Community College	009139	2-yr	Public	Campus	MO
Marian College	001821	4-yr	Pri-Rel		IN
Maricopa County Community College, System Office	001075	2-yr	Public	Office	AZ
Marietta College	003073	4-yr	Pri-Ind		OH
Marion College	001822	4-yr	Pri-Rel		IN
Marion Technical College	010736	Tech	Public		OH
Marist College	002765	4-yr	Pri-Ind		NY
Marquette University	003863	Univ	Pri-Rel		WI
Mars Hill College	002944	4-yr	Pri-Rel		NC
Marshall University	003815	Univ	Public		WV
Martin College	003504	2-yr	Pri-Rel		TN
Mary Baldwin College	003723	4-yr	Pri-Rel		VA
Marygrove College	002284	4-yr	Pri-Ind		MI
Marylhurst Education Center	990093	2-yr	Pri-Ind		OR
Marymount College	002768	4-yr	Pri-Ind		NY
Marymount Manhattan College	002769	4-yr	Pri-Ind		NY
Marymount Palos Verdes College	010474	2-yr	Pri-Rel		CA
Maryville College, Saint Louis	002482	4-yr	Pri-Ind		MO
Marywood College	003296	4-yr	Pri-Rel		PA
Massachusetts Board of Regents of Higher Education	029283	Other	Public		MA
Massasoit Community College	002177	2-yr	Public		MA
Mater Dei College	002771	2-yr	Pri-Ind	Main	NY
Mayland Technical College	011197	Tech	Public		NC
McCook Community College	002552	2-yr	Public	Campus	NE
McHenry County College	007691	2-yr	Public		IL
McNeese State University	002017	Univ	Public		LA
McPherson College	001933	4-yr	Pri-Rel		KS
Medical College of Georgia	001579	Med	Public		GA
Medical University of South Carolina	003438	Med	Public		SC
Meharry Medical College	003506	Med	Pri-Ind		TN
Memphis State University	003509	Univ	Public	Campus	TN
Memphis Theological Seminary	010529	Theol	Pri-Rel		TN
Mendocino College	011672	2-yr	Public		CA
Merced Community College	001237	2-yr	Public		CA
Mercer County Community College	004740	2-yr	Public		NJ
Mercer University, System Office	008000	Univ	Pri-Rel	Office	GA
Mercy College	002772	4-yr	Pri-Ind		NY
Mercy College of Detroit	002286	4-yr	Pri-Ind		MI
Mercyhurst College	003297	4-yr	Pri-Ind		PA
Meredith College	002945	4-yr	Pri-Rel		NC
Meridian Junior College	002413	2-yr	Public		MS
Merrimack College	002120	4-yr	Pri-Rel		MA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Mesa College	001358	4-yr	Public		CO
Metropolitan Community College, System Office	009137	2-yr	Public	Office	MO
Metropolitan State College	001360	4-yr	Public		CO
Metropolitan Technical Community College	012586	2-yr	Public	Office	NE
Miami University	007104	Univ	Public		OH
Miami-Dade Community College	001506	2-yr	Public		FL
Michigan State University	002290	Univ	Public		MI
Mid Michigan Community College	006768	2-yr	Public		MI
Middle Georgia College	001581	2-yr	Public	Campus	GA
Middle Tennessee State University	003510	Univ	Public		TN
Middlesex Community College	009936	2-yr	Public		MA
Midland College	009797	2-yr	Public		TX
Midland Lutheran College	002553	4-yr	Pri-Rel		NE
Midlands Technical College	003993	2-yr	Public	Main	SC
Midwestern State University	003592	Univ	Public		TX
Millersville University	003325	Univ	Public		PA
Millikin University	001724	4-yr	Pri-Ind		IL
Mills College	001238	4-yr	Pri-Ind		CA
Millsaps College	002414	4-yr	Pri-Rel		MS
Milwaukee Area Technical College	003866	Tech	Public	Main	WI
Milwaukee Institute of Art and Design	029113	4-yr	Pri-Ind		WI
Minneapolis College of Art and Design	002365	4-yr	Pri-Ind		MN
Minnesota Community Colleges, System Office	009346	2-yr	Public	Office	MN
Minot State College	002994	4-yr	Public		ND
Mira Costa Community College	001239	2-yr	Public		CA
Mississippi State University	002423	Univ	Public		MS
Mississippi University for Women	002422	Univ	Public		MS
Missouri Southern State College	002488	4-yr	Public	Campus	MO
Missouri Valley College	002489	4-yr	Pri-Rel		MO
Missouri Western State College	002490	4-yr	Public		MO
Mitchell College	001393	2-yr	Pri-Ind		CT
Mohave Community College	011864	2-yr	Public	Office	AZ
Molloy College	002775	4-yr	Pri-Ind		NY
Monmouth College	001725	4-yr	Pri-Ind		IL
Monmouth College	002616	4-yr	Pri-Ind		NJ
Monroe Community College	002872	2-yr	Public		NY
Montana College of Mineral Science and Technology	002531	4-yr	Public	Campus	MT
Montana State University	002532	Univ	Public		MT
Monterey Institute of International Studies	001241	Other	Pri-Ind		CA
Monterey Peninsula Community College	001242	2-yr	Public		CA
Montgomery College, System Office	006911	2-yr	Public	Office	MD
Montgomery County Community College	004452	2-yr	Public		PA
Montreat-Anderson College	002948	2-yr	Pri-Rel		NC
Moraine Valley Community College	007692	2-yr	Public		IL
Moravian College	003301	4-yr	Pri-Rel		PA
Morehead State University	001976	Univ	Public		KY
Morningside College	001879	4-yr	Pri-Rel		IA
Motlow State Community College	006836	2-yr	Public		TN
Mott Community College	002261	2-yr	Public		MI
Mount Holyoke College	002192	4-yr	Pri-Ind		MA
Mount Mary College	003869	4-yr	Pri-Ind		WI
Mount Mercy College	001880	4-yr	Pri-Rel		IA
Mount Saint Clare College	001881	4-yr	Pri-Rel		IA
Mount Saint Mary College	002778	4-yr	Pri-Ind		NY
Mount Saint Mary's College	002086	4-yr	Pri-Ind		MD
Mount Vernon Nazarene College	007085	4-yr	Pri-Rel		OH
Muhlenberg College	003304	4-yr	Pri-Rel		PA
Murray State University	001977	Univ	Public		KY
Muskegon Community College	002297	2-yr	Public		MI
Muskingum Area Technical College	008133	Tech	Public		OH
Muskingum College	003084	4-yr	Pri-Rel		OH
Napa Valley Community College	990057	2-yr	Public		CA
Nassau Community College	002873	2-yr	Public		NY
Nazarene Bible College	013007	2-yr	Pri-Rel		CO
Nazarene Theological Seminary	002494	Theol	Pri-Rel		MO
Nazareth College	002298	4-yr	Pri-Rel		MI
Nazareth College of Rochester	002779	4-yr	Pri-Ind		NY
Nebraska Wesleyan University	002555	4-yr	Pri-Rel		NE
Neumann College	003988	4-yr	Pri-Rel		PA
New England College	002579	4-yr	Pri-Ind	Main	NH
New England College of Optometry	002164	Other	Pri-Ind		MA
New England Institute of Technology	007845	4-yr	Pri-Ind		RI
New Hampshire College	002580	4-yr	Pri-Ind		NH
New Hampshire Vocational Technical College, Manchester	002582	Tech	Public	Campus	NH
New Jersey Institute of Technology	002621	Univ	Public		NJ
New Mexico Highlands University	002653	Univ	Public		NM
New Mexico Institute of Mining and Technology	002654	Univ	Public		NM
New Mexico State University	002657	Univ	Public	Main	NM
New York Law School	002783	Law	Pri-Ind		NY
New York State College of Ceramics at Alfred University	004750	Univ	Public	Campus	NY
Newberry College	003440	4-yr	Pri-Rel		SC
North Adams State College	002187	4-yr	Public	Campus	MA
North Carolina Agricultural and Technical State University	002905	Univ	Public	Campus	NC
North Carolina School of the Arts	003981	4-yr	Public	Campus	NC
North Carolina State University	002972	Univ	Public	Campus	NC
North Carolina Wesleyan College	002951	4-yr	Pri-Rel		NC
North Central College	001734	4-yr	Pri-Rel		IL
North Central Technical Institute	005387	Tech	Public		WI
North Dakota State School of Science	002996	2-yr	Public		ND
North Dakota State University	009265	Univ	Public		ND
North Harris County College, System Office	011145	2-yr	Public	Office	TX
North Hennepin Community College	002370	2-yr	Public	Campus	MN

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
North Idaho College	001623	2-yr	Public		ID
North Iowa Area Community College	001877	2-yr	Public		IA
North Park College and Theological Seminary	001735	Other	Pri-Ind		IL
North Texas State University	003594	Univ	Public		TX
Northampton County Area Community College	007191	2-yr	Public		PA
Northeast Louisiana University	002020	Univ	Public		LA
Northeast Technical Community College	011667	2-yr	Public		NE
Northeastern Illinois University	001693	4-yr	Public		IL
Northeastern Junior College	001361	2-yr	Public		CO
Northeastern State University	003161	Univ	Public		OK
Northern Arizona University	001082	Univ	Public		AZ
Northern Baptist Theological Seminary	001736	Theol	Pri-Rel		IL
Northern Illinois University	001737	Univ	Public		IL
Northern Kentucky University	009275	Univ	Public		KY
Northern Michigan University	002301	Univ	Public		MI
Northern Montana College	002533	4-yr	Public	Campus	MT
Northern State College	003466	4-yr	Public		SD
Northern Virginia Community College	003727	2-yr	Public		VA
Northland College	003875	4-yr	Pri-Rel		WI
Northland Pioneer College	011862	2-yr	Public	Office	AZ
Northrop University	001248	4-yr	Pri-Ind		CA
Northwest Community College	003931	2-yr	Public		AK
Northwest Missouri State University	002496	Univ	Public		MO
Northwestern College	001883	4-yr	Pri-Rel		IA
Northwestern College	002371	4-yr	Pri-Ind		MN
Northwestern College of Chiropractic	012328	Med	Pri-Ind		MN
Northwestern Michigan College	002302	2-yr	Public		MI
Norwich University	003692	Univ	Pri-Ind		VT
Notre Dame College	002584	4-yr	Pri-Rel		NH
Notre Dame College	003085	4-yr	Pri-Rel		OH
Nova University	001509	Univ	Pri-Ind		FL
Oakland Community College	008760	2-yr	Public		MI
Oakland University	002307	Univ	Public		MI
Oakton Community College	009896	2-yr	Public		IL
Oberlin College	003086	4-yr	Pri-Ind		OH
Ocean County College	002624	2-yr	Public		NJ
Odessa College	003596	2-yr	Public		TX
Oglala Lakota College	029156	4-yr	Public		SD
Ohio Dominican College	003035	4-yr	Pri-Rel		OH
Ohio Northern University	003089	Univ	Pri-Rel		OH
Ohio State University	006883	Univ	Public	Main	OH
Ohio University	003100	Univ	Public	Main	OH
Oklahoma Baptist University	003164	4-yr	Pri-Rel		OK
Oklahoma City Community College	010391	2-yr	Public		OK
Oklahoma College of Osteopathic Medicine and Surgery	011282	Med	Public		OK
Oklahoma State University	003170	Univ	Public	Main	OK
Old Dominion University	003728	Univ	Public		VA
Olivet Nazarene College	001741	4-yr	Pri-Rel		IL
Olympic College	003784	2-yr	Public		WA
Onondaga Community College	002875	2-yr	Public	Campus	NY
Orange Coast College	001250	2-yr	Public	Campus	CA
Orange County Community College	002876	2-yr	Public	Campus	NY
Orangeburg-Calhoun Technical College	006815	Tech	Public		SC
Oregon Graduate Center	008856	Other	Pri-Ind		OR
Oregon Health Sciences University	004882	Med	Public	Campus	OR
Oregon Institute of Technology	003211	4-yr	Public	Campus	OR
Oregon State System of Higher Education	009190	Other	Public		OR
Oregon State University	003210	Univ	Public		OR
Otero Junior College	001362	2-yr	Public	Campus	CO
Otterbein College	003110	4-yr	Pri-Rel		OH
Pace University	007970	Univ	Pri-Ind	Office	NY
Pacific Lutheran Theological Seminary	001254	Theol	Pri-Rel		CA
Pacific Lutheran University	003785	Univ	Pri-Rel		WA
Pacific University	003212	Univ	Pri-Ind		OR
Paine College	001587	4-yr	Pri-Rel		GA
Palm Beach Atlantic College	008849	4-yr	Pri-Rel		FL
Palm Beach Junior College, North Campus	001512	2-yr	Public		FL
Palmer College of Chiropractic, West	029234	Other	Pri-Ind		CA
Pan American University	003599	Univ	Public		TX
Paris Junior College	003601	2-yr	Public		TX
Park College	002498	4-yr	Pri-Rel	Main	MO
Parkland College	007118	2-yr	Public		IL
Parks College of Saint Louis University	003970	4-yr	Pri-Rel	Campus	IL
Paul Smith's College of Arts and Sciences	002795	2-yr	Pri-Ind		NY
Peirce Junior College	003309	2-yr	Pri-Ind		PA
Pembroke State University	002954	Univ	Public	Campus	NC
Peninsula College	003786	2-yr	Public		WA
Penn Valley Community College	002484	2-yr	Public	Campus	MO
Pennsylvania College of Straight Chiropractic	990086	Other	Pri-Ind		PA
Pennsylvania State System of Higher Education	990095	Other	Public		PA
Pennsylvania State University	003329	Univ	Public	Office	PA
Pensacola Junior College	001513	2-yr	Public	Main	FL
Pepperdine University	001264	Univ	Pri-Rel		CA
Peralta Community Colleges, System Office	001265	2-yr	Public	Office	CA
Philadelphia College of Pharmacy and Science	003353	4-yr	Pri-Ind		PA
Philadelphia College of Textiles and Science	003354	4-yr	Pri-Ind		PA
Piedmont College	001588	4-yr	Pri-Rel		GA
Pikes Peak Community College	008896	2-yr	Public		CO
Pima County Community College	007266	2-yr	Public	Office	AZ
Pine Manor College	002201	4-yr	Pri-Ind		MA
Pittsburg State University	001926	Univ	Public		KS
Point Loma Nazarene College	001262	4-yr	Pri-Rel		CA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Point Park College	003357	4-yr	Pri-Ind		PA
Polk Community College	001514	2-yr	Public		FL
Ponce Technological University College	009652	4-yr	Public	Campus	PR
Portland State University	003216	Univ	Public		OR
Prairie State College	001640	2-yr	Public		IL
Presbyterian College	003445	4-yr	Pri-Rel		SC
Prince George's Community College	002089	2-yr	Public		MD
Principia College	001744	4-yr	Pri-Ind		IL
Providence College	003406	4-yr	Pri-Ind		RI
Purdue University, Calumet	001827	Univ	Public	Campus	IN
Purdue University, North Central	001826	Univ	Public	Campus	IN
Purdue University, West Lafayette	001825	Univ	Public	Main	IN
Queens College	002690	Univ	Public	Campus	NY
Quincy College	001745	4-yr	Pri-Rel		IL
Quinebaug Valley Community College	010530	2-yr	Public	Campus	CT
Quinnipiac College	001402	4-yr	Pri-Ind		CT
Quinsigamond Community College	990084	2-yr	Public		MA
Radford University	003732	Univ	Public		VA
Ramapo College of New Jersey	009344	4-yr	Public		NJ
Randolph-Macon Woman's College	003734	4-yr	Pri-Ind		VA
Reading Area Community College	010388	2-yr	Public		PA
Red Rocks Community College	009543	2-yr	Public	Campus	CO
Reed College	003217	4-yr	Pri-Ind		OR
Reformed Bible College	002311	4-yr	Pri-Ind		MI
Regis College	001363	4-yr	Pri-Rel		CO
Regis College	002206	4-yr	Pri-Rel		MA
Rend Lake College	007119	2-yr	Public		IL
Rensselaer Polytechnic Institute	002803	Univ	Pri-Ind		NY
Rhode Island College	003407	4-yr	Public		RI
Rhode Island School of Design	003409	4-yr	Pri-Ind		RI
Rhodes College	003519	4-yr	Pri-Rel		TN
Rider College	002628	4-yr	Pri-Ind		NJ
Rio Grande College	003116	4-yr	Pri-Ind		OH
Rio Hondo Community College	001269	2-yr	Public		CA
Ripon College	003884	4-yr	Pri-Ind		WI
Roanoke College	003736	4-yr	Pri-Rel		VA
Robert Morris College	003359	4-yr	Pri-Ind		PA
Rochester Institute of Technology	002806	Univ	Pri-Ind		NY
Rockefeller University	002807	Univ	Pri-Ind		NY
Rockford College	001748	4-yr	Pri-Ind		IL
Rockhurst College	002499	4-yr	Pri-Rel		MO
Rockland Community College	002877	2-yr	Public	Campus	NY
Rocky Mountain College	002534	4-yr	Pri-Ind		MT
Roger Williams College	004917	4-yr	Pri-Ind		RI
Rogue Community College	010182	2-yr	Public		OR
Rosary College	001750	4-yr	Pri-Rel		IL
Rosemont College	003360	4-yr	Pri-Rel		PA
Russell Sage College	002810	Univ	Pri-Rel	Main	NY
Rutgers, The State University of New Jersey	002629	Univ	Public	Main	NJ
Rutgers, The State University of New Jersey, Newark	002631	Univ	Public	Campus	NJ
Sacramento City College	001233	2-yr	Public	Campus	CA
Sacred Heart University	001403	Univ	Pri-Ind		CT
Saddleback Community College, System Office	008918	2-yr	Public	Office	CA
Saginaw Valley State College	002314	4-yr	Public		MI
Saint Bernard Parish Community College	009271	2-yr	Public		LA
Saint Bonaventure University	002817	Univ	Pri-Rel		NY
Saint Catharine College	001983	2-yr	Pri-Rel		KY
Saint Cloud State University	002377	Univ	Public	Campus	MN
Saint Edward's University	003621	Univ	Pri-Ind		TX
Saint Francis College	002820	4-yr	Pri-Ind		NY
Saint Francis College	003366	4-yr	Pri-Rel		PA
Saint John's College	002093	4-yr	Pri-Ind	Campus	MD
Saint John's Provincial Seminary	029154	Theol	Pri-Rel		MI
Saint John's University	002379	4-yr	Pri-Rel		MN
Saint Joseph College	001409	4-yr	Pri-Ind		CT
Saint Joseph's College	001833	4-yr	Pri-Ind		IN
Saint Joseph's University	003367	Univ	Pri-Rel		PA
Saint Lawrence University	002829	Univ	Pri-Ind		NY
Saint Louis Community College, Florissant Valley	002470	2-yr	Public	Campus	MO
Saint Louis Community College, Forest Park	002471	2-yr	Public	Campus	MO
Saint Louis Community College, Meramec	002472	2-yr	Public	Campus	MO
Saint Louis Community College, System Office	002469	2-yr	Public	Office	MO
Saint Louis University	002506	Univ	Pri-Rel	Main	MO
Saint Mary's College	001836	4-yr	Pri-Rel		IN
Saint Mary's College	002380	4-yr	Pri-Rel		MN
Saint Mary's College of California	001302	4-yr	Pri-Rel		CA
Saint Mary's University of San Antonio	003623	Univ	Pri-Rel		TX
Saint Michael's College	003694	4-yr	Pri-Rel		VT
Saint Norbert College	003892	4-yr	Pri-Rel		WI
Saint Paul's College	003739	4-yr	Pri-Rel		VA
Saint Peter's College	002638	4-yr	Pri-Ind		NJ
Saint Petersburg Junior College	001528	2-yr	Public	Office	FL
Saint Thomas Aquinas College	002832	4-yr	Pri-Ind		NY
Saint Vincent College	003368	4-yr	Pri-Rel		PA
Saint Xavier College	001768	4-yr	Pri-Ind		IL
Salem Academy and College	002960	4-yr	Pri-Rel		NC
Salem College	003820	4-yr	Pri-Ind	Main	WV
Salem Community College	005461	2-yr	Public		NJ
Salem State College	002188	4-yr	Public		MA
Salisbury State College	002091	4-yr	Public		MD
Salve Regina College	003411	4-yr	Pri-Rel		RI
Sam Houston State University	003606	Univ	Public		TX

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Samford University	001036	Univ	Pri-Ind		AL
San Diego Community College, System Office	001273	2-yr	Public	Office	CA
San Diego State University	001151	Univ	Public	Campus	CA
San Francisco State University	001154	Univ	Public	Campus	CA
San Juan College	002660	2-yr	Public		NM
Sandhills Community College	002961	2-yr	Public	Campus	NC
Santa Clara University	001326	Univ	Pri-Rel		CA
Santa Rosa Junior College	001287	2-yr	Public		CA
Savannah State College	001590	4-yr	Public		GA
Sayre Junior College	003177	2-yr	Public		OK
Scarritt College	003515	Theol	Pri-Rel		TN
Schenectady County Community College	006785	2-yr	Public	Campus	NY
School for Lifelong Learning	029340	4-yr	Public	Campus	NH
School of the Ozarks	002500	4-yr	Pri-Ind		MO
Schoolcraft College	002315	2-yr	Public		MI
Seattle Community College, System Office	010106	2-yr	Public	Office	WA
Seattle University	003790	Univ	Pri-Rel		WA
Seminole Junior College	003178	2-yr	Public		OK
Seton Hall University	002632	Univ	Pri-Ind		NJ
Seton Hill College	003362	4-yr	Pri-Rel		PA
Seward County Community College	008228	2-yr	Public		KS
Shelby State Community College	010439	2-yr	Public		IN
Sheldon Jackson College	001062	4-yr	Pri-Rel		AK
Shepherd College	003822	4-yr	Public		WV
Sherman College of Straight Chiropractic	029058	4-yr	Pri-Ind		SC
Shippensburg University of Pennsylvania	003326	Univ	Public		PA
Siena College	002816	4-yr	Pri-Ind		NY
Siena Heights College	002316	4-yr	Pri-Rel		MI
Simpson College	001887	4-yr	Pri-Ind		IA
Sinclair Community College	003119	2-yr	Public		OH
Skagit Valley College	003792	2-yr	Public	Main	WA
Skidmore College	002814	4-yr	Pri-Ind		NY
Slippery Rock University of Pennsylvania	003327	Univ	Public	Campus	PA
Smith College	002209	4-yr	Pri-Ind		MA
Snead State Junior College	001038	2-yr	Public		AL
Snow College	003679	2-yr	Public		UT
Solano Community College	001292	2-yr	Public		CA
Somerset County College	007731	2-yr	Public		NJ
South Dakota Board of Regents	990082	Univ	Public		SD
South Dakota School of Mines and Technology	003470	4-yr	Public		SD
South Dakota State University	003471	Univ	Public		SD
South Georgia College	001592	2-yr	Public	Campus	GA
Southeast Missouri State University	002501	Univ	Public		MO
Southeastern Baptist Theological Seminary	002963	Theol	Pri-Rel		NC
Southeastern Louisiana University	002024	Univ	Public		LA
Southeastern Massachusetts University	002210	Univ	Public		MA
Southeastern Nebraska Technical Community College, System Office	029003	2-yr	Public	Office	NE
Southeastern Oklahoma State University	003179	Univ	Public		OK
Southeastern University	001456	Univ	Pri-Ind		DC
Southern Arkansas University	001107	Univ	Public	Main	AR
Southern Arkansas University, El Dorado	013176	2-yr	Public	Campus	AR
Southern Arkansas University, Technical Branch	007738	Tech	Public	Campus	AR
Southern California College	001293	4-yr	Pri-Rel		CA
Southern Illinois University, Carbondale	001758	Univ	Public	Main	IL
Southern Illinois University, Edwardsville	001759	Univ	Public	Campus	IL
Southern Oregon State College	003219	4-yr	Public	Campus	OR
Southern State Community College	012870	2-yr	Public	Office	OH
Southern Technical Institute	001570	4-yr	Public		GA
Southern University, Baton Rouge	990100	Univ	Public	Main	LA
Southern University, New Orleans	002026	Univ	Public	Campus	LA
Southern University, Shreveport/Bossier	990101	2-yr	Public	Campus	LA
Southern University, System Office	009637	Univ	Public	Office	LA
Southern Utah State College	003678	4-yr	Public		UT
Southern West Virginia Community College	003816	2-yr	Public		WV
Southwest Missouri State University	002503	Univ	Public		MO
Southwest State University	002375	4-yr	Public		MN
Southwest Texas State University	003615	Univ	Public		TX
Southwest Virginia Community College	007260	2-yr	Public		VA
Southwestern Michigan College	002317	2-yr	Public		MI
Southwestern Oklahoma State University	003181	4-yr	Public		OK
Southwestern Oregon Community College	003220	2-yr	Public		OR
Southwestern University	001295	Law	Pri-Ind		CA
Spartanburg Methodist College	003447	2-yr	Pri-Rel		SC
Spelman College	001594	4-yr	Pri-Ind		GA
Spring Arbor College	002318	4-yr	Pri-Rel		MI
Springfield College	002211	4-yr	Pri-Ind		MA
Springfield College in Illinois	001761	2-yr	Pri-Rel		IL
Springfield Technical Community College	008078	2-yr	Public	Campus	MA
Stanford University	001305	Univ	Pri-Ind		CA
Stark Technical College	010881	2-yr	Public		OH
State Technical Institute, Knoxville	012693	Tech	Public		TN
State Technical Institute, Memphis	007105	Tech	Public		TN
State University of Florida, System Office	008068	Univ	Public	Office	FL
State University of New York Agricultural and Technical College	002854	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Canton	002855	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Cobleskill	002856	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Morrisville	002859	2-yr	Public	Campus	NY
State University of New York College of Arts and Science, Geneseo	002845	4-yr	Public	Campus	NY
State University of New York College of Technology	006792	Other	Public	Campus	NY
State University of New York College, Brockport	002841	4-yr	Public	Campus	NY
State University of New York College, Cortland	002843	Univ	Public	Campus	NY
State University of New York College, Fredonia	002844	4-yr	Public	Campus	NY

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State University of New York College, Potsdam	002850	4-yr	Public	Campus	NY
State University of New York College, Purchase	006791	4-yr	Public	Campus	NY
State University of New York, Albany	002835	Univ	Public	Campus	NY
State University of New York, Buffalo	002837	Univ	Public	Campus	NY
State University of New York, College of Optometry	009929	Other	Public	Campus	NY
State University of New York, Empire State College	010286	4-yr	Public	Campus	NY
State University of New York, Research Foundation	990088	Other	Public		NY
State University of New York, Stony Brook	002838	Univ	Public	Campus	NY
State University of New York, System Office	002834	Univ	Public	Office	NY
State University of New York, Upstate Medical Center	002840	Med	Public	Campus	NY
Stenotype Institute	011996	2-yr	Pri-Ind		NY
Stephen F. Austin State University	003624	Univ	Public		TX
Sterling College	029334	2-yr	Pri-Ind		VT
Stevens Institute of Technology	002639	4-yr	Pri-Ind		NJ
Stillman College	001044	4-yr	Pri-Rel		AL
Stockton State College	009345	4-yr	Public	Campus	NJ
Stonehill College	002217	4-yr	Pri-Rel		MA
Suffolk University	002218	Univ	Pri-Ind		MA
Sumter Area Technical College	003995	2-yr	Public		SC
Susquehanna University	003369	4-yr	Pri-Rel		PA
Swarthmore College	003370	4-yr	Pri-Ind		PA
Sweet Briar College	003742	4-yr	Pri-Ind		VA
Syracuse University	002882	Univ	Pri-Ind		NY
Tabor College	001946	4-yr	Pri-Rel		KS
Taft College	001309	2-yr	Public		CA
Talladega College	001046	4-yr	Pri-Ind		AL
Tallahassee Community College	001533	2-yr	Public		FL
Tarleton State University	003631	Univ	Public		TX
Taylor University	001838	4-yr	Pri-Ind		IN
Temple Junior College	003627	2-yr	Public		TX
Temple University	003371	Univ	Public	Office	PA
Tennessee Technological University	003523	Univ	Public		TN
Terra Technical College	008278	2-yr	Public		OH
Texas A&M University	010366	Univ	Public	Campus	TX
Texas A&M University, Galveston	010298	Univ	Public	Campus	TX
Texas A&M University, System Office	003629	Univ	Public	Office	TX
Texas Christian University	003636	Univ	Pri-Rel		TX
Texas Lutheran College	003641	4-yr	Pri-Rel		TX
Texas Southern University	003642	Univ	Public		TX
Texas State Technical Institute, Sweetwater	009932	Tech	Public	Campus	TX
Texas State Technical Institute, System Office	009642	Tech	Public	Office	TX
Texas State Technical Institute, Waco	003634	Tech	Public	Campus	TX
Texas Tech University	003644	Univ	Public	Main	TX
Texas Wesleyan College	003645	4-yr	Pri-Rel		TX
Texas Woman's University	003646	Univ	Public		TX
Thiel College	003376	4-yr	Pri-Rel		PA
Tidewater Community College	003712	2-yr	Public	Campus	VA
Tomlinson College	029047	2-yr	Pri-Rel		TN
Towson State University	002099	Univ	Public	Campus	MD
Transylvania University	001987	4-yr	Pri-Rel		KY
Trenton State College	002642	4-yr	Public		NJ
Tri-Cities State Technical Institute	029260	Tech	Public		TN
Tri-State University	001839	2-yr	Pri-Ind		IN
Trinity Christian College	001771	4-yr	Pri-Rel		IL
Trinity College	001414	4-yr	Pri-Ind		CT
Trinity College	001460	4-yr	Pri-Ind		DC
Trinity College	003695	4-yr	Pri-Rel		VT
Trinity Lutheran Seminary	003044	Theol	Pri-Rel		OH
Trinity University	003647	Univ	Pri-Rel		TX
Troy State University	001047	Univ	Public	Main	AL
Troy State University, Dothan-Fort Rucker	001048	Univ	Public	Campus	AL
Truckee Meadows Community College	029231	2-yr	Public	Campus	NV
Tufts University	002219	Univ	Pri-Ind		MA
Tulane University	002029	Univ	Pri-Ind		LA
Tunxis Community College	009764	2-yr	Public	Campus	CT
Tuskegee Institute	001050	Univ	Pri-Ind		AL
Tyler Junior College	003648	2-yr	Public		TX
Ulster County Community College	002880	2-yr	Public		NY
Uniformed Services University of the Health Sciences	029169	Med	Public		MD
Union County College	029328	2-yr	Public		NJ
United States Sports Academy	029274	Other	Pri-Ind		AL
United Theological Seminary of the Twin Cities	002386	Theol	Pri-Ind		MN
University of Akron	003123	Univ	Public	Main	OH
University of Akron, Wayne General and Technical College	010818	2-yr	Public	Campus	OH
University of Alabama	001051	Univ	Public	Campus	AL
University of Alabama, Birmingham	001052	Univ	Public	Campus	AL
University of Alabama, Huntsville	001055	Univ	Public	Campus	AL
University of Alabama, System Office	008004	Univ	Public	Office	AL
University of Alaska, Anchorage	011462	4-yr	Public	Campus	AK
University of Alaska, Ketchikan Community College	001067	2-yr	Public	Campus	AK
University of Alaska, System Office	008005	Univ	Public	Office	AK
University of Arizona	001083	Univ	Public		AZ
University of Arkansas	008008	Univ	Public	Office	AR
University of Arkansas, Fayetteville	001108	Univ	Public	Campus	AR
University of Arkansas, Little Rock	001101	2-yr	Public	Campus	AR
University of Arkansas, Medical Sciences	001109	Med	Public	Campus	AR
University of Arkansas, Monticello	001085	Univ	Public		AK
University of Baltimore	002102	Univ	Public		MD
University of California, Berkeley	001312	Univ	Public	Campus	CA
University of California, Riverside	001316	Univ		Campus	CA
University of California, San Francisco	001319	Univ	Public	Campus	CA
University of California, Santa Barbara	001320	Univ	Public	Campus	CA

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University of California, System Office	001311	Univ	Public	Office	CA
University of Central Arkansas	001092	Univ	Public		AR
University of Central Florida	003954	Univ	Public	Campus	FL
University of Charleston	003818	Univ	Pri-Ind		WV
University of Chicago	001774	Univ	Pri-Ind		IL
University of Cincinnati	003125	Univ	Public	Main	OH
University of Colorado Health Sciences Center	004508	Med	Public	Campus	CO
University of Colorado, Boulder	001370	Univ	Public	Main	CO
University of Colorado, Colorado Springs	004509	Univ	Public	Campus	CO
University of Colorado, System Office	007996	Univ	Public	Office	CO
University of Connecticut	029013	Univ	Public		CT
University of Connecticut Health Center	009030	Med	Public	Campus	CT
University of Dallas	003651	Univ	Pri-Rel		TX
University of Dayton	003127	Univ	Pri-Rel		OH
University of Delaware	001431	Univ	Pri-Ind		DE
University of Denver	001371	Univ	Pri-Ind		CO
University of Detroit	002323	Univ	Pri-Ind		MI
University of Evansville	001795	Univ	Pri-Rel		IN
University of Florida	001535	Univ	Public	Campus	FL
University of Georgia	001598	Univ	Public	Campus	GA
University of Guam	003935	Univ	Public		GU
University of Hartford	001422	Univ	Pri-Ind		CT
University of Hawaii, Hilo	029020	4-yr	Public	Main	HI
University of Hawaii, Manoa	001610	4-yr	Public	Main	HI
University of Hawaii, System Office	007885	Univ	Public	Office	HI
University of Health Sciences, Chicago Medical School	001659	Univ	Pri-Ind		IL
University of Houston, Clear Lake	011711	Univ	Public	Campus	TX
University of Houston, Downtown	012826	Univ	Public	Campus	TX
University of Houston, System Office	011721	Univ	Public	Office	TX
University of Houston, University Park	003652	Univ	Public		TX
University of Houston, Victoria	013231	Other	Public	Campus	TX
University of Idaho	001626	Univ	Public		ID
University of Illinois, Chicago	001776	Univ	Public	Campus	IL
University of Illinois, System Office	008001	Univ	Public	Office	IL
University of Illinois, Urbana-Champaign	001775	Univ	Public	Campus	IL
University of Iowa	001892	Univ	Public		IA
University of Kansas Medical Center	004605	Med	Public	Campus	KS
University of Kansas, Lawrence	001948	Univ	Public	Main	KS
University of Kentucky	001989	Univ	Public	Main	KY
University of LaVerne	001216	Univ	Pri-Rel		CA
University of Louisville	001999	Univ	Public		KY
University of Lowell	002161	Univ	Public		MA
University of Maine, Augusta	006760	Other	Public	Campus	ME
University of Maine, Farmington	002040	4-yr	Public	Campus	ME
University of Maine, Fort Kent	002041	Univ	Public	Campus	ME
University of Maine, Machias	002055	Univ	Public	Campus	ME
University of Maine, Orono	002053	Univ	Public	Campus	ME
University of Maine, Presque Isle	002033	Univ	Public	Campus	ME
University of Maine, System Office	008012	Univ	Public	Office	ME
University of Mary Hardin-Baylor	003588	Univ	Pri-Rel		TX
University of Maryland, Baltimore	002104	Other	Public	Campus	MD
University of Maryland, Baltimore County	002105	Univ	Public	Campus	MD
University of Maryland, College Park	002103	Univ	Public	Campus	MD
University of Maryland, Eastern Shore	002106	Univ	Public	Campus	MD
University of Maryland, System Office	007959	Univ	Public	Office	MD
University of Massachusetts, Amherst	002221	Univ		Main	MA
University of Massachusetts, Medical Center	009756	Med	Public	Campus	MA
University of Massachusetts, System Office	008017	Univ	Public	Office	MA
University of Medicine and Dentistry of New Jersey	002620	Other	Public	Office	NJ
University of Miami	001536	Univ	Pri-Ind		FL
University of Michigan, Ann Arbor	009092	Univ	Public	Main	MI
University of Michigan, Dearborn	002326	Univ	Public	Campus	MI
University of Michigan, Flint	002327	4-yr	Public	Campus	MI
University of Minnesota Technical College, Crookston	004069	2-yr	Public	Campus	MN
University of Minnesota, Duluth	002388	Univ	Public	Campus	MN
University of Minnesota, System Office	003969	Univ	Public	Office	MN
University of Mississippi	002440	Univ	Public	Main	MS
University of Mississippi Medical Center	004688	Med	Public	Campus	MS
University of Missouri, Columbia	002516	Univ	Public	Campus	MO
University of Missouri, Kansas City	002518	Univ	Public	Campus	MO
University of Missouri, Rolla	002517	Univ	Public	Campus	MO
University of Missouri, Saint Louis	002519	Univ	Public	Campus	MO
University of Missouri, System Office	002515	Univ	Public	Office	MO
University of Montana	002536	Univ	Public		MT
University of Montevallo	001004	Univ	Public		AL
University of Nebraska, Lincoln	002565	Univ	Public	Main	NE
University of Nebraska, Medical Center	006895	Other	Public	Main	NE
University of Nebraska, Omaha	002554	Univ	Public	Campus	NE
University of Nevada, Reno	002568	Univ	Public	Campus	NV
University of New Hampshire	002589	Univ	Public	Campus	NH
University of New Hampshire, System Office	008027	Univ	Public	Office	NH
University of New Mexico	010313	Univ	Public		NM
University of North Alabama	001016	Univ	Public		AL
University of North Carolina, Asheville	002907	4-yr	Public	Campus	NC
University of North Carolina, Chapel Hill	002974	Univ	Public	Campus	NC
University of North Carolina, Greensboro	002976	Univ	Public	Campus	NC
University of North Carolina, Wilmington	002984	Univ	Public	Campus	NC
University of North Dakota	003005	Univ	Public		ND
University of North Florida	009841	Univ	Public	Office	FL
University of Northern Colorado	001349	Univ	Pri-Ind		CO
University of Northern Iowa	001890	Univ	Public		IA
University of Notre Dame	001840	Univ	Pri-Rel		IN

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of Oklahoma	003184	Univ	Public	Main	OK
University of Oregon	003223	Univ	Public		OR
University of Pennsylvania	003378	Univ	Pri-Ind		PA
University of Phoenix	029143	Univ	Pri-Ind	Office	AZ
University of Portland	003224	Univ	Pri-Rel		OR
University of Puerto Rico, Arecibo Technological University College	007228	4-yr	Public	Campus	PR
University of Puerto Rico, Mayaguez	003944	Univ	Public	Campus	PR
University of Puerto Rico, System Office	010922	4-yr	Public	Office	PR
University of Puget Sound	003797	Univ	Pri-Ind		WA
University of Redlands	001322	Univ	Pri-Ind		CA
University of Rhode Island	003414	Univ	Public	Main	RI
University of Richmond	003744	Univ	Pri-Rel		VA
University of Rochester	002894	Univ	Pri-Ind		NY
University of Saint Thomas	003654	Univ	Pri-Ind		TX
University of San Diego	010395	Univ	Pri-Ind		CA
University of San Francisco	001325	Univ	Pri-Rel		CA
University of Science and Arts of Oklahoma	003167	4-yr	Public		OK
University of Scranton	003384	Univ	Pri-Ind		PA
University of South Carolina	008049	Univ	Public	Office	SC
University of South Carolina, Aiken	003449	4-yr	Public	Campus	SC
University of South Carolina, Coastal Carolina College	003451	4-yr	Public	Campus	SC
University of South Carolina, Spartanburg	006951	Univ	Public	Campus	SC
University of South Dakota	003474	Univ	Public		SD
University of South Florida	001537	Univ	Public		FL
University of Southern California	001328	Univ	Pri-Ind		CA
University of Southern Colorado	001365	Univ	Public		CO
University of Southern Maine	009762	Univ	Public	Campus	ME
University of Southern Mississippi	002441	Univ	Public	Main	MS
University of Southwestern Louisiana	002031	Univ	Public		LA
University of Steubenville	003036	Univ	Pri-Rel		OH
University of Tampa	001538	Univ	Pri-Ind		FL
University of Tennessee Center for the Health Sciences	006725	Med	Public	Campus	TN
University of Tennessee, Chattanooga	003529	Univ	Public	Campus	TN
University of Tennessee, Institute of Agriculture	990008	Univ	Public	Campus	TN
University of Tennessee, Knoxville	003530	Univ	Public	Campus	TN
University of Tennessee, Martin	003531	Univ	Public	Campus	TN
University of Tennessee, System Office	008051	Univ	Public	Office	TN
University of Texas Health Science Center, San Antonio	003659	Med	Public	Campus	TX
University of Texas, Austin	003658	Univ	Public	Campus	TX
University of Texas, Dallas	009741	Other	Public	Campus	TX
University of Texas, El Paso	003661	Univ	Public	Campus	TX
University of Texas, San Antonio	010115	Univ	Public	Campus	TX
University of Texas, System Cancer Center	990099	Other	Public		TX
University of Texas, System Office	003655	Other	Public	Office	TX
University of Texas, Tyler	011163	Univ	Public	Campus	TX
University of Toledo	003131	Univ	Public		OH
University of Tulsa	003185	Univ	Pri-Ind		OK
University of Utah	003675	Univ	Public		UT
University of Vermont	003696	Univ	Public		VT
University of Virginia	006968	Other	Public		VA
University of Washington	003798	Univ	Public		WA
University of West Florida	003955	Univ	Public	Campus	FL
University of Wisconsin, Eau Claire	003917	Univ	Public	Campus	WI
University of Wisconsin, Green Bay	003899	Univ	Public	Campus	WI
University of Wisconsin, La Crosse	003919	Univ	Public	Campus	WI
University of Wisconsin, Madison	003895	Univ	Public	Main	WI
University of Wisconsin, Milwaukee	003896	Univ	Public	Campus	WI
University of Wisconsin, Oshkosh	009630	Univ	Public	Campus	WI
University of Wisconsin, Parkside	005015	Univ	Public	Campus	WI
University of Wisconsin, Platteville	003921	Univ	Public	Campus	WI
University of Wisconsin, Stevens Point	003924	Univ	Public	Campus	WI
University of Wisconsin, Stout	003915	Univ	Public	Campus	WI
University of Wisconsin, System Office	003894	Univ	Public	Office	WI
University of Wisconsin, Whitewater	003926	Univ	Public	Campus	WI
University of Wyoming	003932	Univ	Public		WY
University of the Pacific	001329	Univ	Pri-Ind		CA
University of the Sacred Heart	003937	Univ	Pri-Rel		PR
University of the South	003534	Univ	Pri-Rel		TN
Utah State University	003677	Univ	Public	Campus	UT
Utah System of Higher Education	009339	Other	Public		UT
Utah Technical College, Provo/Orem	004027	Tech	Public	Campus	UT
Utah Technical College, Salt Lake	005220	2-yr	Public		UT
Valdosta State College	001599	4-yr	Public		GA
Valencia Community College	006750	2-yr	Public		FL
Valley City State College	003008	4-yr	Public	Campus	ND
Valparaiso University	001842	Univ	Pri-Rel		IN
Vanderbilt University	003535	Univ	Pri-Ind		TN
Vassar College	002895	4-yr	Pri-Ind		NY
Vermont Student Assistance Corporation	990097	Other	Public		VT
Vermont Technical College	003698	2-yr	Public	Campus	VT
Victoria College	003662	2-yr	Public		TX
Villa Maria College	003387	4-yr	Pri-Rel		PA
Villanova University	003388	Univ	Pri-Rel		PA
Vincennes University	001843	2-yr	Public		IN
Virginia Commonwealth University	003735	Univ	Public		VA
Virginia Intermont College	003752	4-yr	Pri-Rel		VA
Virginia Polytechnic Institute and State University	003754	Univ	Public		VA
Virginia State Community College, System Office	008904	2-yr	Public	Office	VA
Viterbo College	003911	4-yr	Pri-Rel		WI
Volunteer State Community College	009912	2-yr	Public	Campus	TN
Wabash College	001844	4-yr	Pri-Ind		IN
Wagner College	002899	4-yr	Pri-Ind		NY

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Wake Forest University	002978	Univ	Pri-Rel		NC
Waldorf College	001895	2-yr	Pri-Rel		IA
Walla Walla Community College	005006	2-yr	Public		WA
Wallace State Community College	007871	2-yr	Public		AL
Walsh College	003135	4-yr	Pri-Rel		OH
Walters State Community College	008863	2-yr	Public		TN
Warner Southern College	008848	4-yr	Pri-Rel		FL
Wartburg College	001896	4-yr	Pri-Rel		IA
Wartburg Theological Seminary	001897	Theol			IA
Washburn University of Topeka	001949	Univ	Public		KS
Washington Bible College	001462	Theol	Pri-Ind		MD
Washington University	002520	Univ	Pri-Ind		MO
Washington and Jefferson College	003389	4-yr	Pri-Ind		PA
Washington and Lee University	003768	Univ	Pri-Ind		VA
Washtenaw Community College	002328	2-yr	Public		MI
Waubonsee Community College	006931	2-yr	Public		IL
Waukesha County Technical Institute	009258	Tech	Public		WI
Wayne County Community College	009230	2-yr	Public	Office	MI
Wayne State College	002566	4-yr	Public	Campus	NE
Wayne State University	002329	4-yr	Public		MI
Weber State College	003680	4-yr	Public		UT
Wellesley College	002224	4-yr	Pri-Ind		MA
Wells College	002901	4-yr	Pri-Ind		NY
Wenatchee Valley College	003801	2-yr	Public		WA
Wentworth Institute of Technology	029099	4-yr			MA
Wesleyan College	001600	4-yr	Pri-Rel		GA
Wesleyan University	006457	Univ	Pri-Ind		CT
West Chester University of Pennsylvania	003328	Univ	Public	Campus	PA
West Georgia College	001601	4-yr	Public		GA
West Texas State University	003665	Univ	Public		TX
West Virginia Board of Regents	990067	Univ	Public		WV
West Virginia Institute of Technology	003825	4-yr	Public	Campus	WV
West Virginia State College	003826	4-yr	Public		WV
West Virginia University	003827	Univ	Public		WV
West Virginia Wesleyan College	003830	4-yr	Pri-Rel		WV
Westchester Community College	002881	2-yr	Public	Campus	NY
Western Baptist College	001339	4-yr	Pri-Rel		OR
Western Carolina University	002981	Univ	Public	Campus	NC
Western Connecticut State University	001380	Univ		Campus	CT
Western Conservative Baptist Seminary	007178	Theol	Pri-Rel		OR
Western Illinois University	001780	Univ	Public		IL
Western Interstate Commission for Higher Education	990060	Other	Public		CO
Western Kentucky University	002002	Univ	Public		KY
Western Maryland College	002109	4-yr	Pri-Ind		MD
Western Michigan University	002330	Univ	Public		MI
Western Montana College	002537	4-yr	Public	Campus	MT
Western Nevada Community College	010363	2-yr	Public	Campus	NV
Western New England College	002226	4-yr	Pri-Ind		MA
Western New Mexico University	002664	Univ	Public		NM
Western Oregon State College	003209	4-yr	Public	Campus	OR
Western State College of Colorado	001372	4-yr	Public		CO
Western States Chiropractic College	012309	Other	Pri-Ind		OR
Western Technical Community College	990053	2-yr	Public	Main	NE
Western Texas College	009549	2-yr	Public		TX
Western Wyoming Community College	003933	2-yr	Public		WY
Westfield State College	002189	4-yr	Public		MA
Westmar College	001899	4-yr	Pri-Rel		IA
Westminster College	003392	4-yr	Pri-Ind		PA
Westminster College of Salt Lake City	003681	4-yr	Pri-Ind		UT
Wheaton College	001781	4-yr	Pri-Rel		IL
Wheaton College	002227	4-yr	Pri-Ind		MA
Wheeling College	003831	4-yr	Pri-Rel		WV
Wheelock College	002228	4-yr	Pri-Ind		MA
Whittier College	001342	4-yr	Pri-Ind		CA
Whitworth College	003804	4-yr	Pri-Rel		WA
Wichita State University	001950	Univ	Public		KS
Widener University	003313	Univ	Pri-Ind	Office	PA
Willamette University	003227	Univ	Pri-Ind		OR
William Jewell College	002524	4-yr	Pri-Rel		MO
William M. Scholl College of Podiatric Medicine	001690	Med	Pri-Ind		IL
William Marsh Rice University	003604	Univ	Pri-Ind		TX
William Mitchell College of Law	002391	Law	Pri-Ind		MN
William Paterson College of New Jersey	002625	4-yr	Public		NJ
William Penn College	001900	4-yr	Pri-Rel		IA
William Rainey Harper College	003961	2-yr	Public		IL
William Woods College	002525	4-yr	Pri-Ind		MO
Williams College	002229	4-yr	Pri-Ind		MA
Williamsport Area Community College	003395	2-yr	Public	Main	PA
Wilmington College	003142	4-yr	Pri-Rel		OH
Wilmington College	007948	4-yr	Pri-Ind		DE
Winston-Salem State University	002986	Univ	Public	Campus	NC
Winthrop College	003456	4-yr	Public		SC
Wittenberg University	003143	Univ	Pri-Rel		OH
Wofford College	003457	4-yr	Pri-Rel		SC
Wood School	007405	2-yr	Pri-Ind		NY
Woodbury University	001343	Univ	Pri-Ind		CA
Woods Hole Oceanographic Institution	990081	Other	Pri-Ind	Campus	MA
Worcester Polytechnic Institute	002233	4-yr	Pri-Ind		MA
Worthington Community College	002395	2-yr	Public	Campus	MN
Wright State University, System Office	003078	Univ	Public	Office	OH
Wytheville Community College	003761	2-yr	Public		VA
Xavier University	003144	Univ	Pri-Rel		OH

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Yakima Valley Community College	003805	2-yr	Public	Campus	WA
Yavapai College	001079	2-yr	Public	Main	AZ
Young Harris College	001604	2-yr	Pri-Rel		GA
Youngstown State University	003145	Univ	Public		OH

CUPA

1985-86 Administrative Compensation Survey

CONDUCTED BY

College and University Personnel Association

11 Dupont Circle, Suite 120
Washington, D.C. 20036
(202) 462-1038

SURVEY QUESTIONNAIRE PACKET

1985-1986 CUPA ADMINISTRATIVE COMPENSATION SURVEY

INSTRUCTIONS

PLEASE MAIL THE COMPLETED QUESTIONNAIRE ONLY BY OCTOBER 10, 1985 TO: **CUPA SURVEYS, P.O. BOX L, PITTSBURGH, PA 15273.** IF YOU HAVE ANY QUESTIONS, PLEASE CALL CUPA AT (202) 462-1038.

I. GENERAL

1. PRINT or TYPE all information.

2. Do not use abbreviations.

3. Make sure your questionnaire package includes instructions, a listing of survey position descriptions, and a questionnaire form.

4. **Return only the questionnaire form.**

5. To make your task easier, read all instructions first, then detach questionnaire and fill it out using the instructions as a guide.

II. INSTRUCTIONS ON INSTITUTIONAL IDENTIFICATION QUESTIONS (Please make sure that you correctly answer all institutional identification questions. This section is vital for accurate input.)

A. **FICE Identification Code** - First fill in your institution's FICE Code in the upper right hand corner of page one of the questionnaire. Please check to make sure that the Code you provide is correct. This identification code, unique to each institution, is an unstructured number used for statistical purposes. If you are unsure of, or cannot find, the correct FICE Code, CUPA will fill it in for you. (Appendix B to past years' Reports indicates FICE Codes for institutions that have previously participated.)

B. **Institutional Identification**

1. *Name/Address* - Print or type your institution's full name and address including city, state, and zip code. Also provide your own name, title, and telephone number.

2. *Classifications* - Indicate whether your institution is a two year college, four year college, university, law school, medical school or center, or theological seminary. If some other type of institution, please specify in the space provided.

3. *Source of Support* - Indicate whether your institution is public, private and religious group affiliated, or private and independent.

4. *Structure* - Indicate whether the data you report is for personnel primarily associated with either a single institution, an administrative office of a system, a main campus heading a system, or a campus within a system. (**Important Note:** If you check "administrative office of a system", please provide system-wide figures for the four parts to Question 5. If you check "main campus heading a system" or "campus within a system", provide individual campus figures in Question 5.)

5. *Size Measures* - Provide four answers, one for each space, indicating your institution's total full-time equivalent enrollment, faculty, administrative staff (i.e., executive, administrative, managerial, and professional as defined by EEO categories 1 and 3), and total 1985-86 operating budget. Total operating budget includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid, auxiliary enterprises such as hospitals, service functions, capital funds, and similar activities.

III. SURVEY POSITION INSTRUCTIONS

GENERAL. The positions chosen for the Survey are typical for college and university operations. If you are unsure about the identification of any position, please refer to the "Summary Position Descriptions" that follow. Do not indicate data for a position that is less than 50% time. Report all salaries based on 100% effort and indicate the term by the number of months that salaries cover. Report only current information despite the possibility of future or pending salary changes. For institutions which have several incumbents holding the same titled position, please average those salaries and do not report data on internal/external promotion, sex and minority status.

Positions 60.0 - 66.0 represent titles that indicate frequently found combinations of administrative responsibility, such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid. If such combinations exist at your institution, report them in the "Combined Responsibility" section (position numbers 60.0 - 66.0). If you report data on a position in the Combined Responsibility section, **do not** report the same data elsewhere in the Survey. For example, if your institution has a single administrator who is Director of Admissions and Financial Aid, report it in the Combined Responsibility section as position number 63.0. Do not report it as position number 40.0, which is reserved for Director of Admissions only, or position number 43.0 which is reserved for Director of Student Financial Aid only.

SALARY AND TERM IN MONTHS. Indicate the actual full-time equivalent (FTE) salary for each position, then report the term in the number of months that salary covers. Report all salaries at full-time (100%) effort. For example: (1) your registrar works part-time, 50% for 12 months a year for a salary of $10,000. For the purposes of the Survey enter $20,000 as the FTE salary and 12 months as the term covered; (2) your Director of Student Housing is on a 9-month contract, working full-time those 9 months with the contract worth $9,000. Enter $12,000 as the FTE salary.

REPORTING RELATIONSHIP. Please show by each number from the Survey (each position has a separate number) the senior position to which each position reports. For example, the Director of Affirmative Action/Equal Employment is position number 25.0. If that person reports to the Chief Personnel/Human Resources Officer, position number 10.0, you would write 10.0 in the reporting relationship column next to Director of Affirmative Action/Equal Employment.

YEARS OF SERVICE IN PRESENT POSITION. Indicate the number of years that the incumbent has served in this position. Round to the next highest year, using six months as your guide. For example, 5 years, 2 months = 5 years; 7 to 12 months = 1 year; 1-6 months = 0 years. If a position is currently vacant, enter "V" and the minimum salary (if known) at which you are currently advertising/recruiting.

HIRE. The Survey asks whether the person presently occupying each position was promoted or transferred from inside or hired from outside your institution. Circle the "I" if the individual moved to the job from another job within your institution, or circle the "O" if recruited from the outside.

SEX. Indicate by circling "M" (male) or "F" (female) the sex of the person currently serving in each position.

MINORITY. Indicate by circling "Y" (Yes) or "N" (No) whether the person serving in each position is a minority member. A minority for Survey purposes is defined as Black/Afro-American/Negro; Native American/American Indian; Asian American/Oriental; Hispanic American.

PLEASE MAIL THE COMPLETED QUESTIONNAIRE BY OCTOBER 10, 1985 TO: CUPA SURVEYS, P.O. BOX L, PITTSBURGH, PA 15273

(Your speed in returning this questionnaire is essential.)

A. FICE CODE _____

THIS COLUMN FOR CUPA USE ONLY

PLEASE REFER TO PRECEDING INSTRUCTIONS

Print or Type. Do not abbreviate. Detach and **mail by October 10 to:** CUPA SURVEYS, P.O. BOX L, Pittsburgh, Pa. 15273. If you have questions, call CUPA at (202) 462-1038.

B. INSTITUTIONAL IDENTIFICATION

1. NAME/ADDRESS

Name of Institution _____

Address of Institution _____ City/State/Zip _____

Respondent _____ Title _____ Telephone _____

_____ 2. CLASSIFICATION (check one)

a. _____ 2 Year College
b. _____ 2 Year Technical Institute
c. _____ 4 Year College
d. _____ University
e. _____ Law School
f. _____ Medical School or Center
g. _____ Theological Seminary
h. _____ Other (please note below)

_____

_____ 3. SOURCE OF SUPPORT (check one)

a. _____ Public
b. _____ Private, religious group affiliated
c. _____ Private, independent

4. STRUCTURE

a. _____ A single institution
b. _____ An administrative office of a system
c. _____ A main campus heading a system
d. _____ A campus within a system

_____ 5. SIZE MEASURES

(Please note for the following four questions: If you checked "administrative office of a system" in Number 4 above, then please answer the questions below with system-wide figures. If you checked either "a main campus heading a system" or "a campus within a system", supply individual campus figures.

a. _____ Total full-time equivalent ENROLLMENT

b. _____ Total full-time equivalent FACULTY

c. _____ Total full-time equivalent ADMINISTRATIVE STAFF (i.e., Executive, Administrative, Managerial, and Professional as defined by EEO categories 1 and 3)

d. _____ Total 1985-86 BUDGET (BUDGET includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid auxiliary enterprises such as hospitals, service functions, capital funds, and similar activities.)

6. INSTITUTION ASSOCIATION AFFILIATION (Check below)

	YES	NO
Is your institution a member of CUPA?	____	____
Would you like to know more about CUPA and its services to members?	____	____

1985-86
COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
ADMINISTRATIVE COMPENSATION SURVEY
(See Survey Position Instructions)

Please provide only the information asked for. Do not make changes (e.g. adding to or crossing out parts of titles). We welcome your comments but please attach them on a separate sheet of paper.

Office or Function and Title		Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
* * * PRIMARY ADMINISTRATIVE POSITIONS * * *								
1.0	Chief Executive Officer System/District/Multi-Campus Operation (President/Chancellor)					I O	M F	Y N
2.0	Chief Executive Officer of a **Single Institution** (President/Chancellor)					I O	M F	Y N
3.0	Executive Vice President					I O	M F	Y N
4.0	Chief Academic Officer					I O	M F	Y N
5.0	Chief Business Officer					I O	M F	Y N
6.0	Chief Student Affairs Officer					I O	M F	Y N
7.0	Chief Development Officer					I O	M F	Y N
8.0	Chief Public Relations Officer					I O	M F	Y N
9.0	Chief Planning Officer					I O	M F	Y N
10.0	Chief Personnel/Human Resources Officer					I O	M F	Y N
11.0	Chief Health Professions Officer					I O	M F	Y N
12.0	Chief Budgeting Officer					I O	M F	Y N
13.0	General Counsel					I O	M F	Y N
14.0	Registrar					I O	M F	Y N
15.0	Director, Church Relations					I O	M F	Y N
16.0	Director, Learning Resources Center					I O	M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
17.0 Director, Library Services					I O	M F	Y N
18.0 Director, Computer Center					I O	M F	Y N
19.0 Director, Computer Center Operations/Academic					I O	M F	Y N
20.0 Director, Computer Center Operations/Administrative					I O	M F	Y N
21.0 Director, Educational Media Services					I O	M F	Y N
22.0 Director, Institutional Research					I O	M F	Y N
23.0 Director, Special and Deferred Gifts					I O	M F	Y N
24.0 Administrator, Grants and Contracts					I O	M F	Y N
25.0 Director, Affirmative Action/Equal Employment					I O	M F	Y N
26.0 Chaplain					I O	M F	Y N
27.0 Comptroller					I O	M F	Y N
28.0 Director, Accounting					I O	M F	Y N
29.0 Director, Internal Audit					I O	M F	Y N
30.0 Bursar					I O	M F	Y N
31.0 Director, Food Services					I O	M F	Y N
32.0 Chief, Physical Plant/ Facilities Management Officer					I O	M F	Y N
33.0 Director, Student Activities					I O	M F	Y N
34.0 Director, Purchasing					I O	M F	Y N
35.0 Director, Bookstore					I O	M F	Y N
36.0 Director, Campus Security					I O	M F	Y N
37.0 Director, Information Systems					I O	M F	Y N
38.0 Director, News Bureau					I O	M F	Y N
39.0 Director, Auxiliary Services					I O	M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
40.0 Director, Admissions					I O	M F	Y N
41.0 Director, Foreign Students					I O	M F	Y N
42.0 Director, International Studies Education					I O	M F	Y N
43.0 Director, Student Financial Aid					I O	M F	Y N
44.0 Director, Student Placement					I O	M F	Y N
45.0 Director, Student Counseling					I O	M F	Y N
46.0 Director, Student Union					I O	M F	Y N
47.0 Director, Student Health Services (Physician Administrator)					I O	M F	Y N
48.0 Director, Student Health Services (Nurse Administrator)					I O	M F	Y N
49.0 Director, Student Housing					I O	M F	Y N
50.0 Director, Athletics					I O	M F	Y N
51.0 Director, Athletics/Men					I O	M F	Y N
52.0 Director, Athletics/Women					I O	M F	Y N
53.0 Director, Campus Recreation/Intramurals					I O	M F	Y N
54.0 Director, Alumni Affairs					I O	M F	Y N
55.0 Director, Information Office					I O	M F	Y N
56.0 Director, Community Serv.					I O	M F	Y N
57.0 Administrator, Hospital Medical Center					I O	M F	Y N
58.0 Director, Publications					I O	M F	Y N
59.0 Director, Risk Management and Insurance					I O	M F	Y N
* * * * * COMBINED RESPONSIBILITY * * * * * *							
60.0 Chief Planning & Budget Officer					I O	M F	Y N
61.0 Chief Development & Public Relations Officer					I O	M F	Y N
62.0 Director, Personnel & Affirmative Action					I O	M F	Y N

Office or Function and Title		Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
63.0	Director, Admissions & Financial Aid					I O	M F	Y N
64.0	Director, Housing & Food Service					I O	M F	Y N
65.0	Director, Development & Alumni Affairs					I O	M F	Y N
66.0	Director, Admissions & Registrar					I O	M F	Y N
	* * * * * * DEANS * * * * * *							
67.0	Architecture					I O	M F	Y N
68.0	Agriculture					I O	M F	Y N
69.0	Arts and Letters					I O	M F	Y N
70.0	Arts and Sciences					I O	M F	Y N
71.0	Business					I O	M F	Y N
72.0	Communications					I O	M F	Y N
73.0	Continuing Education					I O	M F	Y N
74.0	Dentistry					I O	M F	Y N
75.0	Education					I O	M F	Y N
76.0	Engineering					I O	M F	Y N
77.0	Experimental Programs					I O	M F	Y N
78.0	Extension					I O	M F	Y N
79.0	Fine Arts					I O	M F	Y N
80.0	Graduate Programs					I O	M F	Y N
81.0	Health Related Professions					I O	M F	Y N
82.0	Home Economics					I O	M F	Y N
83.0	Humanities					I O	M F	Y N
84.0	Instruction					I O	M F	Y N
85.0	Law					I O	M F	Y N
86.0	Library & Information Sciences					I O	M F	Y N
87.0	Mathematics					I O	M F	Y N
88.0	Medicine					I O	M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
89.0 Music					I O	M F	Y N
90.0 Nursing					I O	M F	Y N
91.0 Occupational Studies/ Vocational Education/ Technology					I O	M F	Y N
92.0 Pharmacy					I O	M F	Y N
93.0 Public Health					I O	M F	Y N
94.0 Sciences					I O	M F	Y N
95.0 Social Sciences					I O	M F	Y N
96.0 Social Work					I O	M F	Y N
97.0 Special Programs					I O	M F	Y N
98.0 Undergraduate Programs					I O	M F	Y N
99.0 Veterinary Medicine					I O	M F	Y N
* * * **SECONDARY ADMINISTRATIVE POSITIONS** * * *							
200.0 Assistant to the President of a System/ District/Multi-Campus Operation					I O	M F	Y N
201.0 Assistant to the President/Single Institution					I O	M F	Y N
202.0 Associate Director, Personnel/Human Resources					I O	M F	Y N
203.0 Manager, Payroll					I O	M F	Y N
204.0 Manager, Benefits					I O	M F	Y N
205.0 Manager, Training and Development					I O	M F	Y N
206.0 Manager, Employee Relations					I O	M F	Y N
207.0 Manager, Employment					I O	M F	Y N
208.0 Manager, Wage and Salary/Manager, Compensation					I O	M F	Y N
209.0 Manager, Personnel Information Systems					I O	M F	Y N
210.0 Associate Director, Affirmative Action/ Equal Employment					I O	M F	Y N

Office or Function and Title		Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
211.0	Director, Health and Safety					I O	M F	Y N
212.0	Associate Budget Director					I O	M F	Y N
213.0	Associate General Counsel					I O	M F	Y N
214.0	Associate Director, Computer Center					I O	M F	Y N
215.0	Associate Director, Computer Center Operations/Academic					I O	M F	Y N
216.0	Associate Director, Computer Center Operations/Administrative					I O	M F	Y N
217.0	Associate Bursar					I O	M F	Y N
218.0	Associate Director, Physical Plant/Facilities Management					I O	M F	Y N
219.0	Manager, Landscape and Grounds					I O	M F	Y N
220.0	Manager, Building Maintenance Trades					I O	M F	Y N
221.0	Manager, Technical Trades					I O	M F	Y N
222.0	Manager, Custodial Services					I O	M F	Y N
223.0	Manager, Power Plant					I O	M F	Y N
224.0	Director, Telecommunications					I O	M F	Y N
225.0	Associate Director, Purchasing					I O	M F	Y N
226.0	Associate Director, Food Services					I O	M F	Y N
227.0	Associate Registrar					I O	M F	Y N
228.0	Assistant Registrar					I O	M F	Y N
229.0	Associate Director, Student Housing					I O	M F	Y N
230.0	Housing Officer/ Administrative Operations					I O	M F	Y N

Office or Function and Title		Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
231.0	Housing Officer/ Residence Life					I O	M F	Y N
232.0	Housing Officer/ Family Housing					I O	M F	Y N
233.0	Associate Director, Student Union					I O	M F	Y N
234.0	Student Union Business Manager					I O	M F	Y N
235.0	Associate Director, Admissions					I O	M F	Y N
236.0	Assistant Director, Admissions					I O	M F	Y N
237.0	Associate Director, Institutional Research					I O	M F	Y N
238.0	Director, Conferences					I O	M F	Y N
239.0	Director, Annual Giving					I O	M F	Y N
240.0	Director, Corporate/ Foundation Relations					I O	M F	Y N
241.0	Coordinator, Resource Development					I O	M F	Y N
242.0	Director, Estate Planning					I O	M F	Y N
243.0	Associate Director, Publications					I O	M F	Y N
244.0	Associate Director, Bookstore					I O	M F	Y N
245.0	Associate Director, Student Counseling					I O	M F	Y N
246.0	Associate Director, Student Financial Aid					I O	M F	Y N
247.0	Director, Medical Center Public Relations/Affairs					I O	M F	Y N
248.0	Director, Medical Center Personnel					I O	M F	Y N
249.0	Director, Governmental/ Legislative Relations					I O	M F	Y N
250.0	Circulation Librarian					I O	M F	Y N

Office or Function and Title		Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
251.0	Acquisitions Librarian					I O	M F	Y N
252.0	Technical Services Librarian					I O	M F	Y N
253.0	Public Services Librarian					I O	M F	Y N
254.0	Reference Librarian					I O	M F	Y N
255.0	Data Base Administrator					I O	M F	Y N
256.0	Systems Analyst I (Highest Level)					I O	M F	Y N
257.0	Systems Analyst II (Lowest Level)					I O	M F	Y N
258.0	Programmer Analyst I (Highest Level)					I O	M F	Y N
259.0	Programmer Analyst II (Lowest Level)					I O	M F	Y N
260.0	Director, Sports Information					I O	M F	Y N
	* * * * * *		HEAD COACH	* * * * * *				
261.0	Football					I O	M F	Y N
262.0	Basketball (Men)					I O	M F	Y N
263.0	Basketball (Women)					I O	M F	Y N
264.0	Baseball					I O	M F	Y N
265.0	Tennis (Men)					I O	M F	Y N
266.0	Tennis (Women)					I O	M F	Y N
267.0	Soccer (Men)					I O	M F	Y N
268.0	Soccer (Women)					I O	M F	Y N

PLEASE SEND COMPLETED SURVEY QUESTIONNAIRE BY OCTOBER 10, 1985 TO:
CUPA SURVEYS, P.O. BOX L, PITTSBURGH, PENNSYLVANIA 15273

1985-86 ADMINISTRATIVE COMPENSATION SURVEY
SUMMARY POSITION DESCRIPTIONS

Please review these summary position descriptions before entering compensation figures in order to ensure reasonable comparability of survey data. When the differences between the summary description and the duties actually performed in the responding institution are substantial, or simply do not apply, no data should be reported.

PRIMARY ADMINISTRATIVE POSITIONS

1.0 CHIEF EXECUTIVE OFFICER OF A SYSTEM/DISTRICT/MULTI-CAMPUS OPERATION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a system, district, or multi-campus structure.

2.0 CHIEF EXECUTIVE OFFICER OF A SINGLE INSTITUTION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education.

3.0 EXECUTIVE VICE PRESIDENT: The principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.

4.0 CHIEF ACADEMIC OFFICER (MAY ALSO BE TITLED PROVOST): The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

5.0 CHIEF BUSINESS OFFICER: The senior administrative official responsible for the direction of business and financial affairs. Functions supervised typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting, and related matters.

6.0 CHIEF STUDENT AFFAIRS OFFICER: The senior administrative official responsible for the direction of extracurricular student life programs. Functions typically include student counseling and testing, student placement, student union, relationships with student organizations, and related functions.

7.0 CHIEF DEVELOPMENT OFFICER: The senior administrative official responsible for institutional development programs. Incumbent typically leads the institutional fund-raising and, in the absence of an organizational co-equal specifically assigned to the function, public relations, alumni relations, and information office activities.

8.0 CHIEF PUBLIC RELATIONS OFFICER: The senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations, and information office services.

9.0 CHIEF PLANNING OFFICER: The senior administrative official responsible for the direction of long-range planning, and the allocation of resources. Functions typically include budget planning, institutional research and facilities planning, and may also include responsibility for current planning and budgeting, as well as state and federal regulations. Reports to the Chief Executive Officer.

10.0 CHIEF PERSONNEL/HUMAN RESOURCES OFFICER: The senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and, where applicable, labor relations.

11.0 CHIEF HEALTH PROFESSIONS OFFICER: The senior administrative official with the responsibility for administration of academic health programs, hospitals, clinics, and affiliated health-care programs.

12.0 CHIEF BUDGETING OFFICER: The senior administrative officer responsible for the current budgetary operations. May also include responsibility for long-range planning unless there is a separate planning officer.

13.0 GENERAL COUNSEL: The principal salaried staff person responsible for advising the institution on its legal rights, obligations, or privileges. May act as agent in various transactions or serve as principal contact with other legal counsel. (Do not report unless on institution's payroll.)

14.0 REGISTRAR: The administrative official with principal responsibility for student admissions and records. Functions typically include undergraduate admissions, classroom scheduling, maintenance of student records, and related matters.

15.0 DIRECTOR, CHURCH RELATIONS: A senior administrative official responsible for relationships between the institution and the ministers and laymen of the support church(es). (This does not include "chaplain.")

16.0 DIRECTOR, LEARNING RESOURCES CENTER: The administrative official with principal responsibility over audio-visual services (educational media) and may include the library as well.

17.0 DIRECTOR, LIBRARY SERVICES: Directs the activities of all institutional libraries. Functions typically include selection and direction of professional staff, acquisitions, technical services, audio-visual services, and special collections.

18.0 DIRECTOR, COMPUTER CENTER: Directs the institution's major computing activities. Functions typically include computer programming, systems studies, and computer operations.

19.0 DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: Directs the institution's academic computing activities.

20.0 DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE: Directs the institution's administrative computing activities.

21.0 DIRECTOR, EDUCATIONAL MEDIA SERVICES: Directs the support area of audio-visual services, which includes purchasing hardware, generating software, and encouraging the use of multi-media learning devices.

22.0 DIRECTOR, INSTITUTIONAL RESEARCH: The administrative staff official responsible for the conduct of research and studies on the institution itself. Functions performed or supervised typically include data collection, analysis, reporting, and related staff work in support of decision-making.

23.0 DIRECTOR, SPECIAL AND DEFERRED GIFTS: Directs specific institutional fund-raising in the areas of special and deferred gifts.

24.0 ADMINISTRATOR, GRANTS AND CONTRACTS: Coordinates the administration of research and other programs externally funded by grants and contracts; administers the preparation of proposals and orchestrates the liaison with the funding sources.

25.0 DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The senior administrative official responsible for the university-wide program designed to ensure equality of opportunity on an individual basis without giving preference in opportunity to any group.

26.0 CHAPLAIN: Plans, coordinates, and directs the pastoral ministry and religious activities of the campus, advises on policies and issues affecting the well-being of the campus community.

27.0 COMPTROLLER: Directs accounting, payroll, cashiering, and related functions. May also have responsibility for office services, such as mail and telephone.

28.0 DIRECTOR, ACCOUNTING: Responsible for the daily operation of the institution's budgetary accounting system.

29.0 DIRECTOR, INTERNAL AUDIT: Directs the advisory function on internal auditing and systems accounts, which serves as an independent appraisal review regarding the physical and administrative operations of the financial areas of the institution.

30.0 BURSAR: Custodian of institutional funds.

31.0 DIRECTOR, FOOD SERVICES: Administers all institutional food services whether directly managed and operated or catered.

32.0 CHIEF PHYSICAL PLANT/FACILITIES MANAGEMENT OFFICER: The senior administrative official responsible for the construction, rehabilitation, and maintenance of physical plant facilities. Functions typically include supervision of new construction and remodeling, grounds and building maintenance, power plant operation, and parking.

33.0 DIRECTOR, STUDENT ACTIVITIES: Responsible for coordinating all campus student activities including special events, student organizations, publications, and student government activities.

34.0 DIRECTOR, PURCHASING: Conducts central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, approval of invoices and related matters.

35.0 DIRECTOR, BOOKSTORE: Directs the operation of the campus bookstore, usually under the direction of the Chief Business Officer. Functions typically include purchase and sale of new and used books, supplies, and equipment, advertising, employment and supervision of sales staff, maintenance of sales and inventory records, and related matters.

36.0 DIRECTOR, CAMPUS SECURITY: Manages campus police and patrol units; directs campus vehicle traffic and parking; organizes security programs and training as needed.

37.0 DIRECTOR, INFORMATION SYSTEMS: The senior official who directs the development, implementation, and maintenance of institutional management information systems. Functions typically include responsibility for developing systems requirements, systems analysis, programming, applications, and coordination with user areas. May also include responsibility for direction of the administrative computer operations.

38.0 DIRECTOR, NEWS BUREAU: Prepares and writes news and publicity releases and writes feature stories about institutional events and programs.

39.0 DIRECTOR, AUXILIARY SERVICES: Responsible for the management and operation of college support and auxiliary services, typically food service, book store, housing, vending, student unions, and printing, but may include a variety of services and operations.

40.0 DIRECTOR, ADMISSIONS: The administrative official with primary responsibility for the admission of undergraduates. May also be responsible for the admission of graduate and professional students, or for scholarship administration or similar functions.

41.0 DIRECTOR, FOREIGN STUDENTS: Recruits and advises foreign students and coordinates academic studies for foreign students on campus.

42.0 DIRECTOR, INTERNATIONAL STUDIES EDUCATION: Coordinates academic studies conducted outside the United States; advises students and faculty on international study and travel; and promotes campus activities of an international nature.

43.0 DIRECTOR, STUDENT FINANCIAL AID: Directs the administration of all forms of student aid. Functions typically include assistance in the application for loans or scholarships; administration of private, state, or federal loan programs; awarding of scholarships and fellowships; and maintenance of appropriate records.

44.0 DIRECTOR, STUDENT PLACEMENT: Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates, and alumni. May also be responsible for placement of students in part-time jobs or outside the institution.

45.0 DIRECTOR, STUDENT COUNSELING: Directs the provision of counseling and testing services for students.

46.0 DIRECTOR, STUDENT UNION: Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, activities programming, guest rooms, information desk, recreational facilities, and arrangements for special functions or activities.

47.0 DIRECTOR, STUDENT HEALTH SERVICES (PHYSICIAN ADMINISTRATOR): A physician who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

48.0 DIRECTOR, STUDENT HEALTH SERVICES (NURSE ADMINISTRATOR): A nurse who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

49.0 DIRECTOR, STUDENT HOUSING: Directs all residence hall operations for students. May also administer off-campus housing programs.

50.0 DIRECTOR, ATHLETICS: Directs intramural and intercollegiate athletic programs for men and women. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

51.0 DIRECTOR, ATHLETICS/MEN: Directs intramural and intercollegiate athletic programs for **MEN ONLY.** Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

52.0 DIRECTOR, ATHLETICS/WOMEN: Directs intramural and intercollegiate athletic programs for **WOMEN ONLY.** Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

53.0 DIRECTOR, CAMPUS RECREATION/INTRAMURALS: Directs all non-varsity and club sports and has responsibility for some facilities including recreational areas.

54.0 DIRECTOR, ALUMNI AFFAIRS: Coordinates contacts and services to alumni; develops and maintains alumni mailing lists and mailings; organizes receptions and other special alumni activities.

55.0 DIRECTOR, INFORMATION OFFICE: Directs the provision of information about the institution to students, faculty, and the public. Functions typically include news media relations, preparation or review of news releases and photographs, and preparation and distribution of newsletters, magazines, and other publications.

56.0 DIRECTOR, COMMUNITY SERVICES: Directs or coordinates the conduct of special (usually non-credit) educational, cultural, and recreational services to the community.

57.0 ADMINISTRATOR, HOSPITAL MEDICAL CENTER: If your institution has its own hospital or medical center, this administrator is the immediate head of that facility. (If 57.0 is the same official as 11.0, please ignore 57.0).

58.0 DIRECTOR, PUBLICATIONS: Directs the planning, budgeting, writing, design, production, and distribution of institutional publications.

59.0 DIRECTOR, RISK MANAGEMENT AND INSURANCE: Responsible for the protection of the institution from fortuitous loss. Advises senior management on all potential sources of loss and for decisions on how to best reduce or eliminate loss. Has responsibility for representing the institution to the insurance market.

60.0 - 66.0 COMBINED RESPONSIBILITY POSITIONS: Positions 60.0 - 66.0 represent titles that indicate frequently found combinations of administrative responsibility, such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid. If such combinations exist at your institution, report them in the "Combined Responsibility" section (position numbers 60.0 - 66.0). If you report in the Combined Responsibility section, do not report the same data elsewhere in the Survey. For example, if your institution has a single administrator who is Director of Admissions and Financial Aid, report it in the Combined Responsibility section as position number 63.0. Do not report it as position number 40.0, which is reserved for Director of Admissions only, or position number 43.0, which is reserved for Director of Student Financial Aid only.

67.0 - 99.0 DEAN or Equivalent Administrative Title (e.g., directors of academic divisions in community colleges): Serves as the principal administrator of the instructional division indicated (i.e., Architecture, Agriculture, Nursing, etc.).

SECONDARY ADMINISTRATIVE POSITIONS

200.0 ASSISTANT TO THE PRESIDENT OF A SYSTEM/DISTRICT/MULTI-CAMPUS OPERATION: The senior professional staff assistant to the President/Chancellor.

201.0 ASSISTANT TO THE PRESIDENT/SINGLE INSTITUTION: The senior professional staff assistant to the President/Chancellor.

202.0 ASSOCIATE DIRECTOR, PERSONNEL/HUMAN RESOURCES: The second senior administrator responsible for administering institutional personnel policies and practices for staff and/or faculty.

203.0 MANAGER, PAYROLL: Supervises the operation of the institution's payroll system.

204.0 MANAGER, BENEFITS: Responsible for implementing the benefits package for staff and/or faculty, such as medical, dental, long-term disability, retirement, and accidental death.

205.0 MANAGER, TRAINING AND DEVELOPMENT: Directs and coordinates the various training reviews for employees of the institution, which may include in-house training for management and faculty as well as staff.

206.0 MANAGER, EMPLOYEE RELATIONS: Advises and assists staff and/or faculty regarding general personnel policies and procedures such as the grievance procedure, employee relations, affirmative action, and equal opportunity.

207.0 MANAGER, EMPLOYMENT: Responsible for the employment section of a personnel office, including recruiting, interviewing, and placement.

208.0 MANAGER, WAGE AND SALARY/MANAGER, COMPENSATION: Responsible for maintaining classification and pay schedules for the institution. Conducts job audit, salary surveys, and monitors the pay plan.

209.0 MANAGER, PERSONNEL INFORMATION SYSTEMS: Responsible for the payroll/personnel data base, which includes preparing specifications for data base improvements/enhancements, establishing and monitoring production schedules, and coordinating report generation, modifications, and development.

210.0 ASSOCIATE DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The second senior administrative official responsible for the institution-wide program to ensure equality of employment opportunity.

211.0 DIRECTOR, HEALTH AND SAFETY: Senior administrative official responsible for the campus environment and/or occupational health and safety program.

212.0 ASSOCIATE BUDGET DIRECTOR: The second senior administrative official responsible for the current budgetary operations.

213.0 ASSOCIATE GENERAL COUNSEL: The second senior administrative official responsible for advising the institution on its legal rights.

214.0 ASSOCIATE DIRECTOR, COMPUTER CENTER: The second senior administrative official responsible for directing the institution's major computing activities.

215.0 ASSOCIATE DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: The second senior administrative official responsible for the institution's academic computing activities.

216.0 ASSOCIATE DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE: The second senior administrative official responsible for the institution's administrative computing activities.

217.0 ASSOCIATE BURSAR: The second senior administrative official serving as custodian of institutional funds.

218.0 ASSOCIATE DIRECTOR, PHYSICAL PLANT/FACILITIES MANAGEMENT: The second senior administrative official responsible for maintenance and operation of all facilities.

219.0 MANAGER, LANDSCAPE AND GROUNDS: Responsible for administration of the institution's landscape and grounds programs. Revaluates and redesigns existing landscaping.

220.0 MANAGER, BUILDING MAINTENANCE TRADES: Manages the operation of the building craft areas which usually include carpentry, locksmith, painting, sheet metal, welding, masonry, and roof and road functions.

221.0 MANAGER, TECHNICAL TRADES: Manages the operation of the technical trade areas which usually include plumbing, heating, electrical, refrigeration and air conditioning, preventative maintenance, and water plant.

222.0 MANAGER, CUSTODIAL SERVICES: Responsible for the management of institutional custodial services.

223.0 MANAGER, POWER PLANT: Directs the operation and maintenance of the high pressure steam and electrical generating plants and central refrigeration plants and all utility distribution systems.

224.0 DIRECTOR, TELECOMMUNICATIONS: The administrative official responsible for the institution's telecommunication system, including planning and coordination of voice and data system modifications, equipment installation and operating procedures.

225.0 ASSOCIATE DIRECTOR, PURCHASING: The second senior administrative official responsible for central purchasing operations for the institution.

226.0 ASSOCIATE DIRECTOR, FOOD SERVICES: The second senior administrative official responsible for administering all institutional food services.

227.0 ASSOCIATE REGISTRAR: The second senior administrative official with principal responsibility for the performance of the Registrar's duties.

228.0 ASSISTANT REGISTRAR: Subordinate to the Associate Registrar with responsibilities for one substantively related area (e.g. military/VA registration, international registration).

229.0 ASSOCIATE DIRECTOR, STUDENT HOUSING: The second senior official responsible for all residence hall operations for students.

230.0 HOUSING OFFICER/ADMINISTRATIVE OPERATIONS: Responsible for all administrative and fiscal functions in student housing.

231.0 HOUSING OFFICER/RESIDENCE LIFE: Responsible for the supervision and direction of residence life, staff, and student housing.

232.0 HOUSING OFFICER/FAMILY HOUSING: Responsible for direction of married students or family housing facilities and programs.

233.0 ASSOCIATE DIRECTOR, STUDENT UNION: The second senior official responsible for the operation of the student union building and related student activities.

234.0 STUDENT UNION BUSINESS MANAGER: Responsible for the service operation of the student union including fiscal management, purchasing, and building programs.

235.0 ASSOCIATE DIRECTOR, ADMISSIONS: The second senior administrative official responsible for student admissions.

236.0 ASSISTANT DIRECTOR, ADMISSIONS: Subordinate to the Associate Director with responsibilities for one substantively related area (e.g. recruiting, records).

237.0 ASSOCIATE DIRECTOR, INSTITUTIONAL RESEARCH: The second senior administrative official responsible for the conduct of research and studies on the institution itself.

238.0 DIRECTOR, CONFERENCES: Responsible for the development, promotion, and implementation of institutional (on and off campus) non-credit conferences and seminars.

239.0 DIRECTOR, ANNUAL GIVING: Plans and executes the institution's campaign for annual gift support from all constituents, including alumni.

240.0 DIRECTOR, CORPORATE/FOUNDATION RELATIONS: Plans and carries out the institution's program of soliciting gifts and grants from corporations and foundations.

241.0 COORDINATOR, RESOURCE DEVELOPMENT: Organizes and oversees the institution's records relating to current and prospective donors, conducts research to discover prospects for gifts, and documents the association of these prospects with the college or university.

242.0 DIRECTOR, ESTATE PLANNING: Plans, organizes, and conducts a comprehensive estate planning and deferred giving program pursuant to the developmental goals of the college or university.

243.0 ASSOCIATE DIRECTOR, PUBLICATIONS: The second senior administrative official responsible for institutional publications.

244.0 ASSOCIATE DIRECTOR, BOOKSTORE: The second senior administrative official responsible for bookstore operations.

245.0 ASSOCIATE DIRECTOR, STUDENT COUNSELING: The second senior administrative official responsible for student counseling services.

246.0 ASSOCIATE DIRECTOR, STUDENT FINANCIAL AID: The second senior administrative official responsible for the student financial aid activity.

247.0 DIRECTOR, MEDICAL CENTER PUBLIC RELATIONS/AFFAIRS: Plans and executes the medical center's program of relating to the institution's external public. Promotes the institution's relationship with the media.

248.0 DIRECTOR, MEDICAL CENTER PERSONNEL: Senior administrative official responsible for the Personnel program and staff in a medical center facility.

249.0 DIRECTOR, GOVERNMENTAL/LEGISLATIVE RELATIONS: Senior administrative official responsible for developing and maintaining effective relations with the state legislature and coordinating college/university lobbying efforts.

250.0 CIRCULATION LIBRARIAN: Senior person responsible for control of lending and shelving operations.

251.0 ACQUISITIONS LIBRARIAN: Senior person responsible for collection development including order and receipt of books, periodicals, etc.

252.0 TECHNICAL SERVICES LIBRARIAN: Senior person responsible for planning and management of library services involving processing, bibliographic control, cataloging, binding, and repair, etc.

253.0 PUBLIC SERVICES LIBRARIAN: Senior person responsible for planning and management of library services involving interaction with patrons (lending, orientation, bibliographic instruction, audio-visual services, etc.)

254.0 REFERENCE LIBRARIAN: Senior person responsible for developing and managing reference materials and assisting users in researching problems, conducting bibliographic searches, etc.

255.0 DATA BASE ADMINISTRATOR: Senior person responsible for developing and implementing standards, procedures and controls which ensure the security, reliability and availability of data bases.

256.0 SYSTEMS ANALYST I - (Highest Level): Responsible for designing and structuring the appropriate flow of complex computer systems requiring considerable independent judgment. Position involves no programming responsibility.

257.0 SYSTEMS ANALYST II - (Lowest Level): Responsible for designing and structuring routine programs for computer systems. Position may involve minor programming.

258.0 PROGRAMMER ANALYST I - (Highest Level): Responsible for defining and developing complex computer programs requiring considerable independent judgment.

259.0 PROGRAMMER ANALYST II - (Lowest Level): Responsible for defining and developing routine computer programs in assigned user areas.

260.0 DIRECTOR, SPORTS INFORMATION: Institutional representative to the media for all athletic activities.

261.0 - 268.0 HEAD COACH: The senior administrative official responsible for all intercollegiate activities for the following sports:

261.0 FOOTBALL

262.0 BASKETBALL (MEN)

263.0 BASKETBALL (WOMEN)

264.0 BASEBALL

265.0 TENNIS (MEN)

266.0 TENNIS (WOMEN)

267.0 SOCCER (MEN)

268.0 SOCCER (WOMEN)

THIS MARKS THE END OF THE SURVEY INSTRUCTIONS.

PLEASE DETACH, COMPLETE, AND SEND THE FOLLOWING SURVEY QUESTIONNAIRE TO:

CUPA SURVEYS
P.O. BOX L
PITTSBURGH, PA 15273

SURVEY DUE OCTOBER 10, 1985

CUPA ADMINISTRATIVE COMPENSATION SURVEY -- SPECIAL STUDY ORDER FORM

Please read through entire form before filling it out. Print or type all information. Please use a SEPARATE FORM for each report you order. If you have any questions contact Shari L. Anderson at (202) 462-1038. Normally, report will be received by the requesting institution within 10 days after CUPA headquarters receives request and payment. All requests for Special Studies must be sent to CUPA, 11 Dupont Circle, Suite 120, Washington, D.C. 20036.

Name _____ Title _____

Institution _____ Phone ( ) _____

Mailing Address _____

City, State, Zip _____

Did your institution participate in the 1985-86 Survey? ___ Yes ___ No

Is your institution a CUPA member? ___ Yes ___ No

Do you want data from ___ 1985-86 Survey, ___ 1984-85 Survey, ___ 1983-84 Survey,
(Check one) ___ 1982-83 Survey, ___ 1981-82 Survey ___ 1980-81 Survey

Which data base do you want searched? ___ Primary positions (1.0 - 99.0)
(Check one. If both types are checked, you will be charged for two separate studies) ___ Secondary positions (200.0 - 268.0)

Note: Secondary position data is available from the 1984-85 and 1985-86 data bases only.

Types of Data Displays (Check one only)

___ 1. Median Salary Display with Interquartile Data (see Table 1)

___ 2. Median Years-of-Service Display with Interquartile Data (same display format as Table 1, but includes years-of-service data *only)*

___ 3. Distribution of Salaries Display (see Table 58)

___ 4. Percent of CEO Salary Display

___ 5. Minority/Non-minority *Comparison Display* (see Table 47 and Table 49)*

___ 6. Internal/External Hire *Comparison Display* (see Table 46 and Table 51)*

___ 7. Male/Female *Comparison Display* (see Table 48 and Table 50)*

___ 8. Reporting Relationship Frequency Display and Histogram

___ 9. Listing of Individual Salaries by Position

*A study of type 1 or 2 must be ordered along with any *Comparison Display*. Each *Comparison Display* costs $75.

****

If you wish to receive data based on general institutional characteristics only, complete Section I. If you wish to specify a list of institutions only, complete Section II. DO NOT COMPLETE BOTH SECTIONS unless you want to base your search on both an institutional list and a characteristics list.

****

Section I

Answer only those questions which pertain to your request -- you are not required to respond to all of the questions.

1. SYSTEM STRUCTURE (check as many as desired)

A. ___ A single institution

B. ___ An administrative office of a system

C. ___ A main campus of a system

D. ___ A campus within a system

(Continued on Reverse Side)

2. CLASSIFICATION (check as many as desired)

A. ____ 2 Year College

B. ____ 2 Year Technical Institute

C. ____ 4 Year College

D. ____ University

E. ____ Law School

F. ____ Medical School or Center

G. ____ Theological Seminary

3. SOURCE OF SUPPORT (check as many as desired)

A. ____ Public

B. ____ Private, religious group affiliated

C. ____ Private, independent

4. EDUCATION AND GENERAL BUDGET (specify number OR range)

A. Less than $ _____

B. More than $ _____

C. Between $ _____ and $ _____

5. FTE ENROLLMENT (specify number OR range)

A. Less than _____

B. More than _____

C. Between _____ and _____

6. FTE FACULTY (specify number OR range)

A. Less than _____

B. More than _____

C. Between _____ and _____

7. GEOGRAPHIC AREA

1. States (please do not abbreviate)

_____

_____

Section II

In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the 1985-86 Ad Comp Survey. Please see "Appendices A and B--Responding Institutions" to ensure that the desired institutions participated. To maintain confidentiality of the data please choose 10 or more institutions and list the institutional name, campus (if applicable), city/state and the FICE Code. (Attach additional sheets if necessary.) Your institution's data will be included *only* if specifically requested. If you wish to receive data from a prior survey, check the "Responding Institutions" section of the Survey Report for that year to confirm participation.

_____

_____

_____

_____

_____

***

CUPA ADMINISTRATIVE COMPENSATION SURVEY
SALARY COMPENSATION WORKSHEET

This worksheet is designed to facilitate comparison of institutional and survey salaries for positions in the primary and/or secondary survey groups. Positions to be compared should be listed in the appropriate Job Family Group along with the corresponding '85-86 salaries paid by your institution. CUPA salaries should be listed from the comparison table which most nearly matches the size and scope of your institution. (GENERAL TABLES SHOULD NOT BE USED.) The Comparison Percentage is then calculated by dividing Institutional Salary by the CUPA Survey Salary. Institutions desiring comparison with a specific group of colleges or universities may request this comparison as a Special Study by contacting CUPA at 11 Dupont Circle, Suite 120, Washington, D.C. 20036.

I. Academic Affairs Group

Pos No.	*Title*	*85-86 Inst. Salary*	*Comparable CUPA Salary*	*Comparison % (I. Sal./CUPA Sal.)*
	Group Total:			

II. Administrative Affairs Group

Pos No.	*Title*	*85-86 Inst. Salary*	*Comparable CUPA Salary*	*Comparison % (I. Sal./CUPA Sal.)*
	Group Total:			

III. External Affairs Group

Pos No.	*Title*	*85-86 Inst. Salary*	*Comparable CUPA Salary*	*Comparison % (I. Sal./CUPA Sal.)*
____	_____	_____	_____	_____
____	_____	_____	_____	_____
____	_____	_____	_____	_____
____	_____	_____	_____	_____
____	_____	_____	_____	_____
____	_____	_____	_____	_____
	Group Total:	_____	_____	_____

IV. Services Group

Pos No.	*Title*	*85-86 Inst. Salary*	*Comparable CUPA Salary*	*Comparison % (I. Sal./CUPA Sal.)*
____	_____	_____	_____	_____
____	_____	_____	_____	_____
____	_____	_____	_____	_____
____	_____	_____	_____	_____
____	_____	_____	_____	_____
____	_____	_____	_____	_____
	Group Total:	_____	_____	_____

V. Executive Group

Pos No.	*Title*	*85-86 Inst. Salary*	*Comparable CUPA Salary*	*Comparison % (I. Sal./CUPA Sal.)*
____	_____	_____	_____	_____
____	_____	_____	_____	_____
____	_____	_____	_____	_____
____	_____	_____	_____	_____
____	_____	_____	_____	_____
____	_____	_____	_____	_____
	Group Total:	_____	_____	_____
	Overall Total:	_____	_____	_____

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